

**Detroit Edison**



January 12, 2001  
NRC-01-0014

U. S. Nuclear Regulatory Commission  
Attention: Document Control Desk  
Washington D C 20555-0001

Reference: Fermi 2  
NRC Docket No. 50-341  
NRC License No. NPF-43

Subject: Submittal of Fermi 2 Security Personnel Training  
and Qualification Plan (SPT&QP), Revision 17

The purpose of this letter is to submit the Fermi 2 SPT&QP, Revision 17, in accordance with 10CFR50.54(p)(2).

The entire plan is being submitted. A summary of the changes made in the SPT&QP, Revision 17 is provided. Additionally, changes to the text are highlighted (**shaded**). Deleted text is not identified with markings. The changes made under this revision do not decrease the overall effectiveness of the SPT&QP.

If there are questions regarding this submittal, please contact Mr. Joseph H. Korte, Director, Nuclear Security at (734) 586-1095.

Sincerely,



Norman K. Peterson  
Director – Nuclear Licensing

Enclosures

cc: J. R. Creed	(2 copies w/Enclosures)
M. A. Shuaibi	(w/o Enclosures)
NRC Resident Office	(w/o Enclosures)
Regional Administrator, Region III	(w/o Enclosures)
USNRC Document Control Desk	(3 copies w/original)

*SO03  
1/1  
Non Safeguards  
per: Thomas  
D. Thomas  
Detroit Edison*

## Fermi 2 Security Personnel Training and Qualification Plan

### Summary of Revision 17

Page 1

- Deleted the phrase “Withhold from Public Disclosure” from the page header throughout the plan.
- Added SPT&QP as a document identifier in the page footer throughout the plan.

The changed text within the SPT&QP has been **shaded**. Deleted text is not marked.

#### Appendix E - Revision 17:

1. Changed the term “shooters” to “shooter” throughout Appendix E.
2. Replaced the term “weapon” with “handgun” throughout Appendix E.
3. Added the interview position as the start position for the shooter in stages 1,2,3,7, and 8.
4. Deleted the term “back to the holster” as it applies to slow recovery throughout Appendix E.
5. Deleted the statement “Unfired rounds are scored as misses” from stages 1,2,4,5, and 6.
6. Changed the term “combat load” to “combat reloading” in stage 3, **page E-1**.
7. Moved the statement, “Unfired rounds are scored as misses” and added that targets are scored for the identified stages, after stages 3,7, and 8, on **pages E-1 and E-3** respectively.
8. Added the word “standing” to the ready position in stages 4,5, and 6 on **page E-2**.
9. Deleted that the shooter holsters the handgun after stage 4 and added that the shooter shifts position to prepare for stage 5 at the right side of the barricade on **page E-2**.
10. Changed the start of stage 5 with the shooter in the standing ready position instead of with a holstered handgun on **page E-2**.
11. Added the term “speed” kneeling in stage 6 and 7 on **pages E-2 and E-3**.
12. Changed the phrase “drops to the” to “takes a speed” kneeling position in stage 6, on **page E-2**.

**Fermi 2 Security Personnel Training and Qualification Plan**  
**Summary of Revision 17**  
Page 2

Appendix G - Revision 17:

1. Added that the shooter starts with a loaded rifle from a standing position, on **page G-1**.
2. Deleted the standing and sitting positions and replaced with two stages of fire; standing to kneeling, and standing to prone. Increased the number of rounds fired for each stage and changed the time limit for each stage of fire to account for assuming the firing position and the increased number of rounds fired at the target, on **page G-1**.

**FERMI 2 SECURITY PERSONNEL TRAINING AND QUALIFICATION PLAN**  
**TABLE OF CONTENTS**  
**November 29, 2000**

<b>1.0</b>	<b>CHAPTER 1: INTRODUCTION</b> Revision 17 .....	<b>1-1</b>
<b>2.0</b>	<b>CHAPTER 2: DEFINITIONS AND ACRONYMS</b> Revision 17 .....	<b>2-1</b>
<b>3.0</b>	<b>CHAPTER 3: EMPLOYMENT CRITERIA</b> Revision 17 .....	<b>3-1</b>
3.1	<u>Suitability and Qualification</u> .....	3-1
3.1.1	Suitability .....	3-1
3.1.2	Physical Qualifications .....	3-1
3.1.3.	Mental Qualifications .....	3-2
3.1.4	Physical Fitness Qualifications .....	3-3
3.1.5	Contract Security Personnel .....	3-3
3.1.6	Material Search Personnel .....	3-3
3.1.7	Documentation .....	3-4
3.2	<u>Training and Qualification Plan Requirements</u> .....	3-4
3.2.1	Training Objective.....	3-4
3.2.2	Scope of Training.....	3-4
3.2.3	Site Specific Training Requirements .....	3-5
3.3	<u>Qualification Requirements</u> .....	3-6
3.3.1	Critical Task Qualification Matrix.....	3-6
3.3.2	Conditions and Standards .....	3-6
3.3.3	Duty Qualification.....	3-6
3.3.4	Critical Task Qualification Records .....	3-6
3.3.5	Training Materials.....	3-7
3.3.6	Requalification .....	3-7
3.4	<u>Weapons Training and Qualification Program</u> .....	3-7
3.4.1	Weapons Training .....	3-7
3.4.2	Weapons Qualification.....	3-8

**FERMI 2 SECURITY PERSONNEL TRAINING AND QUALIFICATION PLAN  
LIST OF FIGURES/APPENDICES**

**November 29, 2000**

<b><u>FIGURE</u></b>	<b><u>TITLE</u></b>
3-1	Critical Task/Written Examination Matrix..... <b>Revision 17</b>
<b><u>APPENDIX</u></b>	<b><u>TITLE</u></b>
A	Physical Fitness Test..... <b>Revision 17</b>
B	Critical Task Qualification Matrix..... <b>Revision 17</b>
C	Conditions and Standards..... <b>Revision 17</b>
D	Records Retention Matrix..... <b>Revision 17</b>
E	Semi-Automatic Handgun Qualification Course..... <b>Revision 17</b>
F	Shotgun Qualification Course..... <b>Revision 17</b>
G	Rifle Qualification Course..... <b>Revision 17</b>
H	9mm Carbine Qualification Course..... <b>Revision 17</b>

**DETROIT EDISON COMPANY FERMI 2 SECURITY PERSONNEL  
TRAINING AND QUALIFICATION PLAN**

**1.0 CHAPTER 1: INTRODUCTION**

This document details the Security Personnel Training and Qualification Plan (SPT&QP) by which the Fermi 2 Security Force will be selected, trained, tested and qualified. The SPT&QP is written in accordance with 10CFR73.55, 10CFR73 Appendix B, the Fermi 2 Physical Security and Safeguards Contingency Plans. All state laws applicable to the licensing of private security officers and the carrying of firearms are observed.

Fermi 2 may utilize Nuclear Security personnel on loan from other licensee's having NRC approved training and qualification plans. Training and qualifications will be evaluated prior to individuals being assigned duties at Fermi 2. Adjudication of prior training may allow certain generic security training to be waived. Results of training and qualification evaluation and documentation of site specific training provided will be maintained on file.

## 2.0 CHAPTER 2: DEFINITIONS AND ACRONYMS

**Annual or Annually:** A time frame describing the period of performance for an action required to be accomplished by the last day of the twelfth month from the date the action was previously performed. Each training requirement shall be performed within the specified time interval with:

- 1). A maximum allowable extension not to exceed 25% of the training interval, but;
- 2). The combined time interval for any 3 consecutive training intervals shall not exceed 3.25 times the specified training interval.

**CAS:** Central Alarm Station - A continuously manned vital area which is constructed to bullet-resisting standards and functions as the primary location for the security system operations.

**CCTV:** Closed Circuit Television

**CR:** Control Room

**DECO:** Detroit Edison Company

**Fermi 2:** Fermi 2 Nuclear Power Plant

**General Supervisor, Security Operations:** The member of the Security Force responsible for site security and implementation of the Physical Security Plan.

**LLEA:** The local law enforcement agencies with whom DECO Security has agreements for assistance.

**MSF:** Member of the Security Force: Security Officers, Watchpersons or other DECO employees or contractors who are trained and qualified to perform security tasks and job duties which are directly associated with the effective implementation of the Fermi 2 Physical Security Plan.

**NRC:** U.S. Nuclear Regulatory Commission

**Nuclear Security Management:** The Director, Nuclear Security or selected personnel designated by the Director, Nuclear Security.

**Nuclear Security Organization:** Those personnel who directly or indirectly perform physical security management, operational or support requirements pursuant to the Physical Security Plan.

**Owner Controlled Area:** The area external and contiguous to the Protected Area which is owned by the Detroit Edison Company.

**Personnel Qualification Acronyms:**

CAS/SAS:	CAS/SAS Operator
GSSO:	General Supervisor Security Operations
RFL:	Response Force Leader
RFM:	Response Force Member
SSS:	Security Shift Supervisor
WP:	Watchperson

**Protected Area:** An area encompassed by physical barriers to which access is controlled.

**QRM:** Qualification Responsibility Matrix

**Radiological Sabotage:** Any deliberate act directed against the plant, component of the plant or transport into the Protected Area that could directly or indirectly endanger the public health or safety by exposure to radiation.

**Response Force:** Designated Security Officers whose duty is to provide initial response, follow-up response, or reinforcement for the purpose of neutralizing a security threat.

**SAS:** Secondary Alarm Station - An alarm station located in a continuously manned area onsite and equipped with redundant systems capability for the Central Alarm Station function.

**Security Force:** An onsite generic subentity of the Nuclear Security Organization directly responsible for providing security pursuant to the Physical Security Plan and the Safeguards Contingency Plan.

**Security Officer:** Are trained, uniformed licensee or contract employee(s) who are armed while performing duties involving the protection of special nuclear material against theft, protection of Fermi 2 against radiological sabotage or both.

**Security Shift Supervisor:** The member of the Security Force assigned to shift who, in accordance with 10CFR73.55, has the authority to direct the security activities of all members of the Security Force.

**SPT&QP:** Security Personnel Training and Qualification Plan.

**Vital Equipment:** Any plant equipment, system, or device the failure, destruction or release of which could endanger public health and safety by an exposure to radiation. Equipment or systems which would be required to function to protect health and safety following such failure or destruction are also considered vital equipment.

**Vital Island:** One or more vital area(s) protected as a single entity.

**Material Search Personnel:** Trained licensee or contract employee(s) from another site organization, who in addition to their normal job function, perform searches of material for contraband or unauthorized items prior to the material entering the protected area. Material search personnel are unarmed and not uniformed.

**Watchperson:** A trained, unarmed licensee or contract employee(s), not necessarily uniformed, who provide protection for Fermi 2 and the special nuclear material therein in the course of performing other duties.

**3.0 CHAPTER 3: EMPLOYMENT CRITERIA**

**3.1 Suitability and Qualification**

**3.1.1 Suitability**

All persons hired to or assigned to the Nuclear Security Organization at Fermi 2 shall meet the following requirements:

1. Be mentally and physically qualified for assignment.
2. Be qualified for the position assigned through job-related education and/or experience.
3. Have no record of felony convictions involving the use of weapons and no felony convictions that reflect on the applicant's reliability.
4. Possess a high school education or the equivalent.
5. All Security Officers shall be at least 21 years of age.
6. All Watchpersons shall be at least 18 years of age.
7. A background investigation shall be performed on each individual as outlined in the Physical Security Plan.
8. An interview shall be conducted by a member of the Nuclear Security Staff or contract agency to appraise the candidate's suitability for the position.

**3.1.2 Physical Qualifications**

Watchpersons are examined to determine whether they meet the requirements of 10CFR73, Appendix B, I.B.1.a. Security Officers and Central Alarm Station operators are examined to determine whether they meet the requirements of 10CFR73, Appendix B, I.B.1.a and b. Security Officers and Central Alarm Station operators are provided a physical examination administered by a licensed physician. (Those individuals wearing corrective lenses, hearing aids,

or afflicted with mild color vision defects shall demonstrate that they can perform required security duties prior to assignment by successful completion of the training program. All armed personnel whose uncorrected distance vision is 20/40 or less in the better eye shall have an extra pair of eyeglasses available within the Protected Area.) Final attestation by the physician is required to certify that the examination has detected no condition that renders the individual incapable of performing assigned security tasks.

All security personnel assigned to the Nuclear Security Organization are observed by their supervisors for physical fitness. Individuals who have been determined to be physically unfit or incapacitated to the extent that they cannot perform their assigned duties shall be relieved and be required to provide medical certification of their capability to perform such duties before reassignment.

### 3.1.3 Mental Qualifications

Successful performance of the tasks required for their duty assignments, identified in the Qualification section of this plan, requires individuals to possess such things as the acuity of senses and ability of expression necessary to ensure the successful performance of their duties.

All MSF are evaluated by a licensed psychologist, psychiatrist, physician or other person professionally trained to identify emotional instability and determine whether their behavioral reliability is suitable to Nuclear Security Organization assignment. Certification of the results of this evaluation is provided to Nuclear Security Management.

Individuals who have a history of, or demonstrate behavioral characteristics that could adversely affect the proper discharge of their duties are not assigned to the Nuclear Security Organization.

Security supervisors observe their assigned security personnel to detect any indications of changes in behavior. Any individual suspected of being unstable is relieved from duty, counseled, and required to be evaluated by a professionally trained person to determine if sufficient emotional instability exists to warrant

continued suspension from security duties.

#### 3.1.4 Physical Fitness Qualifications

Security Officers shall demonstrate physical fitness by successfully performing to the standards of one of the test methods described in Appendix A for initial qualification and annually thereafter.

Prior to participating in either test method described in Appendix A individuals are subject to a medical examination conducted by a licensed physician who shall determine and certify there are no medical contradictions for participation in the program. One of the physical fitness test methods shall be completed within 12 months of medical certification.

Those Security Officers, who by medical examination cannot participate in the physical fitness test or, who fail to satisfy the test requirements are temporarily relieved from response force duty until they meet the physical fitness requirements. Those officers who fail one of the testing methods will be retested in accordance with the testing method that they failed.

#### 3.1.5 Contract Security Personnel

Contract Security personnel are required to meet the suitability requirements and mental qualification standards for their assigned duties in accordance with sections 3.1.1 and 3.1.3 of the SPT&QP. A physical assessment is completed for contract security Watchpersons consisting of completion of a health history questionnaire which is reviewed by a licensed physician who attests to the candidate's suitability to perform assigned duties.

#### 3.1.6 Material Search Personnel

Material Search Personnel are required to meet the suitability requirements, and mental qualification standards for their assigned duties in accordance with sections 3.1.1 and 3.1.3 of the SPT&QP. A physical assessment is completed for material search personnel consisting of completion of a health history questionnaire, which is reviewed by a licensed physician who attests to the candidate's

suitability to perform assigned duties.

### 3.1.7 Documentation

All background investigation documents, and physical and mental examination certifications for all members of the Nuclear Security Organization are retained in accordance with Appendix D.

Initial Physical Fitness test records and requalification physical fitness test records are maintained in accordance with Appendix D.

## 3.2 Training and Qualification Plan Requirements

### 3.2.1 Training Objective

The objective of the DECO Nuclear Security Training Program is to train and qualify security personnel to protect Fermi 2 against radiological sabotage, as required by the criteria Of 10CFR73, Appendix B.

Personnel completing the training programs are capable and qualified to execute the duties prescribed in the Physical Security and Safeguards Contingency Plans.

Nuclear Security Management ensures that all MSF are trained and qualified in accordance with Sections II, III, IV, and V of Appendix B, 10CFR73 as described in the SPT&QP.

### 3.2.2 Scope of Training

The training program presents equipment usage, officer duties and responsibilities, security skills, tactical training, weapons training and qualification, and response to contingency events. Annual refresher training and requalification are provided to maintain a high level of security skills.

Individual and Security force effectiveness for contingency event response is demonstrated utilizing examinations, task evaluation checklists, and periodic drills and exercises.

### 3.2.3 Site Specific Training Requirements

The Nuclear Security Organization uses formal classroom instruction and on-the-job training to train officers.

All members of the Security Force are required to successfully complete the training program and demonstrate the correct techniques required by the critical task evaluation conditions and standards applicable to their assigned duties.

Instructors document an individual's successful completion of classroom instruction and qualification critical tasks before the MSF is assigned related duties.

In order to train and test security personnel on tasks not normally performed, such as responding to contingency events, periodic exercises shall be conducted by the Security Operations Support staff, General Supervisor, Security Operations, Security Shift Supervisor, or Response Force Leader. The Lead Controller of the exercise critiques and documents the exercise. The Security Shift Supervisor is responsible for providing remedial instruction for officers to correct any deficient performance observed during the exercise.

The Security Shift Supervisors observe the performance of personnel assigned to their shifts. If an individual fails to demonstrate the required degree of proficiency, the Security Shift Supervisor removes the officer from the related duty assignment until satisfactory performance of the task(s) is demonstrated.

### 3.3 Qualification Requirements

#### 3.3.1 Critical Task Qualification Matrix

The Critical Task Qualification Matrix references personnel qualifications to the Nuclear Security Organization duty assignments which are evaluated to ensure successful implementation of the Safeguards Contingency and Physical Security Plans. The Matrix is shown in Appendix B.

#### 3.3.2 Conditions and Standards

Conditions and Standards for critical security tasks are provided in Appendix C. The conditions and standards contain specific performance requirements that the examinee must satisfactorily perform to complete each critical task. The conditions and standards are listed for the appropriate duty assignment.

#### 3.3.3 Duty Qualification

The Security Shift Supervisor ensures that all personnel assigned to an operational shift have successfully demonstrated the required standards for their duty assignments in accordance with Appendices B and C.

#### 3.3.4 Critical Task Qualification Records

The Security Operations Support staff, the Security Shift Supervisor, the Response Force Leader, or members of the GSSO staff who are qualified as Security Shift Supervisors evaluate personnel in accordance with the Critical Task/Written Examination Matrix (Figure 3-1).

The evaluator documents individual performance of standards associated with critical tasks. For duty qualification, the evaluator records (on the evaluation check sheet) the results of the task which was evaluated.

Initial Qualification examinations and evaluation checklists and requalification examinations and evaluation checklists are maintained

in accordance with Appendix D.

### 3.3.5 Training Materials

Master copies of current training materials are retained onsite.

### 3.3.6 Requalification

Nuclear Security Organization personnel identified in Section 3.3.4 of this plan, annually evaluate Nuclear Security Organization personnel in accordance with Appendices A-C.

Task requalification consists of written and/or verbal examinations, which have established pass/fail criteria, and practical demonstrations of the critical task. Personnel assigned responsibility to instruct, develop, or revise course material, e.g., lesson plans, written examinations, etc., are exempt from taking written examinations for their own requalification. The practical demonstration consists of the member of the security force actually performing the task described by the critical task matrix in Appendix C.

## 3.4 Weapons Training and Qualification Program

### 3.4.1 Weapons Training

All Security officers receive weapons training in accordance with the provisions of this plan. The training ensures that the officers are aware of their responsibilities and the legal ramifications of firing a weapon, and are knowledgeable in the safe use of their assigned weapons. Their instruction includes weapons loading, unloading, reloading, cleaning and storage; combat firing, rapid firing, close quarter firing, stress firing, and target recognition. Each individual must complete the initial training prior to being armed and annually thereafter.

### 3.4.2 Weapons Qualification

Security Officers are required to fire for initial qualification and annual requalification with assigned weapons. The live fire qualification courses (9mm Semi-Automatic Handgun, Basic Shotgun Course, Basic Rifle Course and 9mm Carbine Course) are described in Appendices E through H respectively. Additionally, night firing for familiarization is conducted during initial training and every three years thereafter.

Security personnel loaned to the Fermi 2 Security Force from another licensee shall qualify on assigned weapons using the approved course of fire from their licensee facility. If that licensee does not have an approved course for a specific weapon, the loaned personnel will fire the appropriate Fermi 2 approved course.

Initial weapons qualification records and weapons requalification records are maintained in accordance with Appendix D.

## **APPENDIX A**

### **PHYSICAL FITNESS TEST**

In order to test physical fitness, individuals are required to perform either the obstacle course or an alternate testing method using the Submaximal Treadmill stress testing and completion of the Illinois Agility Run described below.

#### **1). Obstacle Course Conditions and Standards:**

The course is at least 200 yards and is run concurrent with the obstacles included. All individuals required to take the test shall wear a side arm, two-way portable radio, handcuffs, protective vest and protective helmet.

Each individual demonstrates agility, stamina, and physical strength to complete the following within 3 minutes:

Note: Distances and weights are approximate

- run 5 yards
- climb and descend 15 step stairs, 3 consecutive times
- run 73 yards
- climb and descend an 18-step vertical ladder
- run 22 yards
- climb onto 4 foot platform and jump off
- run 75 yards changing direction several times in tactical fashion
- lift a 40-pound weight and carry it 20 yards
- run 5 yards
- stop and transmit an understandable radio message

**2). Submaximal Treadmill Stress Test**

This requires each individual to demonstrate their level of physical fitness by successful completion of the 85% Submaximal Treadmill Stress Test in at least the average category.

Following a blood pressure check, a sub-maximum (approximately 85% predicted maximum heart rate)treadmill test is administered using the revised Balke Protocol. The lineal heart rate and oxygen consumption method is used to determine VO<sub>2</sub> ml/kg/mn and VO<sub>2</sub> l/m. This test is monitored by a 1-lead (v-5) electrocardiogram. The test is followed by 1-2 minute slow walk and a five (5) minute sitting recovery period. The examinee shall attain the average estimation of maximum oxygen intake for his age group to successful pass this test. For categorical cutoff's refer to pages A-4, A-5 and A-6.

**3). Perform the Illinois Agility Run**

This requires each individual to demonstrate their level of physical fitness by successful completion of the Illinois Agility Run.

Course Description:

The course is 30 feet long. The start/finish lines are at the same point. A boundary line is at the opposite end of the course.

Four pylons are set up. One pylon at the start/finish line, one ten feet from the start/finish line, one twenty feet from the start/finish line, and one on the far boundary line.

The run consists of a start from the prone position with hands on the start/finish line.

First Stage

At the starter's signal, the individual sprints 30 feet to the far boundary, stops, placing at least one foot over the boundary line, reverses direction, sprints 30 feet back to the start/finish.

**Second Stage**

Then, without stopping, circle the pylon at the start/finish line, zig-zags around the remaining pylons, tracing a double figure eight pattern in each direction and returning to the start finish line.

**Third Stage**

Then without stopping, sprint 30 feet to the far boundary, stop, placing at least one foot over the boundary line, reverse direction, sprint 30 feet back to the start/finish line.

For categorical cutoff's refer to page A-7.

**EXERCISE TOLERANCE TEST  
ESTIMATION OF MAXIMUM OXYGEN INTAKE**

**AGE: 20-29 YEARS**

	<b><u>Women</u></b>	<b><u>Men</u></b>
<b>FITNESS</b>	<b>MI/Kg. per minute</b>	<b>MI/Kg. per minute</b>
Excellent	44.0 and above	52.9 and above
Good	36.3 - 43.9	44.8 - 52.8
Average	31.1 - 36.2	40.8 - 44.7
Failed	31.0 and below	40.7 and below

**AGE: 30-39 YEARS**

	<b><u>Women</u></b>	<b><u>Men</u></b>
<b>FITNESS</b>	<b>MI/Kg. per minute</b>	<b>MI/Kg. per minute</b>
Excellent	42.0 and above	47.4 and above
Good	34.4 - 41.9	40.2 - 47.3
Average	29.3 - 34.3	36.2 - 40.1
Failed	29.2 and below	36.2 and below

**AGE: 40-49 YEARS**

	<b><u>Women</u></b>	<b><u>Men</u></b>
<b>FITNESS</b>	<b>MI/Kg. per minute</b>	<b>MI/Kg. per minute</b>
Excellent	38.0 and above	40.1 and above
Good	32.0 - 37.9	34.3 - 40.0
Average	26.4 - 31.9	31.4 - 34.2
Failed	26.3 and below	31.3 and below

**AGE: 50-59 YEARS**

	<b><u>Women</u></b>	<b><u>Men</u></b>
<b>FITNESS</b>	<b>Ml/Kg. per minute</b>	<b>Ml/Kg. per minute</b>
Excellent	36.1 and above	39.1 and above
Good	29.0 - 36.0	32.0 - 39.0
Average	23.5 - 28.9	27.5 - 31.9
Failed	23.4 and below	27.4 and below

**AGE: 60-65 YEARS**

	<b><u>Women</u></b>	<b><u>Men</u></b>
<b>FITNESS</b>	<b>Ml/Kg. per minute</b>	<b>Ml/Kg. per minute</b>
Excellent	33.1 and above	36.1 and above
Good	27.0 - 33.0	29.0 - 36.0
Average	23.5 - 26.9	23.5 - 28.9
Failed	23.4 and below	23.4 and below

**ESTIMATING VO2 MAX FROM LENGTH OF TIME UNTIL  
EXHAUSTION AND TIME TAKEN TO RUN 1.5 MILES**

Note: VO2 max based upon an estimation of maximum oxygen intake, measured in milliliters per body weight in kilograms per minutes on the treadmill.

VO2 MAX (ML/KG/MIN)	METS	BRUCE (MIN:SEC)	BALKE (MIN:SEC)	1.5 MILE RUN (MIN:SEC)
14.0	4	2:30	2:00	
17.5	5	4:00	3:00	
21.0	6	6:00	6:00	
24.5	7	7:20	8:00	
28.0	8	8:20	9:45	18:45
31.5	9	9:15	12:00	16:30
35.0	10	10:10	14:30	15:00
38.5	11	11:00	17:00	13:00
42.0	12	12:00	19:00	12:00
45.5	13	12:45	21:30	11:00
49.0	14	13:40	24:15	10:00
52.5	15	14:30	26:15	9:30
56.0	16	15:15	27:45	9:00
59.5	17	16:10	29:00	8:15
63.0	18	17:00	30:00	7:45
66.5	19	18:00	31:15	7:15
70.0	20	19:20	32:00	6:52
73.5	21	21:00	33:45	6:30
77.0	22	22:30	35:45	6:10

**ILLINOIS AGILITY TEST  
PERFORMANCE STANDARDS**

<b><u>FITNESS CATEGORY</u></b>	<b><u>AGE: 20-29 TIME/SEC</u></b>	<b><u>AGE: 30-35 TIME/SEC</u></b>	<b><u>AGE: 36-41 TIME/SEC</u></b>	<b><u>AGE: 42-50 TIME/SEC</u></b>
EXCELLENT	17.1 And Below	18.3 And Below	19.6 And Below	21.6 And Below
GOOD	17.2-18.7	18.4-20.2	19.7-21.9	21.7-23.9
AVERAGE	18.8-19.62	20.3-21.4	22.0-23.9	22.2-27.9
FAILED	19.7 And Above	21.5 And Above	24.0 And Above	28.0 And Above

**APPENDIX B**

**CRITICAL TASK QUALIFICATION MATRIX**

Personnel Qualification

<b>Duty Assignment</b>	<b>GSSO</b>	<b>SSS</b>	<b>RFL</b>	<b>CAS/SAS</b>	<b>RFM</b>	<b>WP</b>
Personnel Access Control Officer (1)						X
Personnel Search Officer (2)						X
Vehicle Search Officer						X
Vehicle Escort Officer						X
Compensatory Measures (3)						X
Material Search Personnel (4)						X
Protected Area Patrol						X
Response Force Member					X	X
CAS/SAS Operator (5)				X	X	X
Response Force Leader			X	X	O	O
Security Shift Supervisor		X	X	O	O	O
General Supervisor, Security Operations	X					

- NOTES:**
- (1) MSF assigned this duty are only required to accomplish task items 9-12, 24, 26, 30, 31, and 34 of the Watchperson Evaluation Checklist.
  - (2) MSF assigned to this duty are only required to accomplish task items 6-8, 19, 20, 24, 26, 30 and 31 of the Watchperson Evaluation Checklist.
  - (3) MSF assigned this duty are only required to accomplish task items 9, 12, 24, 26, 30, 31 and 34 of the Watchperson Evaluation Checklist.
  - (4) Material Search Personnel are required to accomplish only task items 18,19,& 20 of the Watchperson Evaluation Checklist.
  - (5) CAS and SAS operators may perform alarm station duties provided they successfully pass the written and verbal requirements of RFM qualification. They do not have to meet the RFM practical task demonstration, obstacle course, or weapons qualifications to maintain CAS/SAS qualification. Prior to performing RFM duties, personnel shall meet all elements of RFM qualification.
  - (X) Denotes personnel qualification which must be annually maintained.
  - (O) Denotes personnel qualification, which is a training prerequisite for the duty assignment. The security personnel qualifying for these duty assignments are supervisory personnel, and therefore do not have to maintain proficiency in the performance of prerequisite qualification tasks.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

#### Personnel Qualification: Watchperson (WP)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
6	Conduct hands-on search	Personnel requesting access at entry point	Demonstrate method to search personnel for unauthorized materials set forth in 10CFR73.55 (d) (3) and (4) in accordance with site procedures and takes action according to these procedures upon finding unauthorized material.
7	Conduct hand held or control walk through metal search	Personnel at entry point metal detectors	Demonstrates ability to test and control persons undergoing walk through metal detector search or use hand held detectors to locate weapons, takes action according to security procedures upon finding any indications of detection of metal including weapon
8	Conduct walk through explosive detector search	Explosive detectors	Demonstrates ability to test and control walk through explosive detector in accordance with site procedures.
9	Verify identification and access authorization	Visitor/employee seeking entry to site	Demonstrates ability to establish the identity of employees and visitors and to obtain authorized access level to specific areas for employees and visitors and annotates the appropriate access log.
10	Issue facility identification	Employee/visitor waiting for correct authorization and facility badge prior to site entry/egress	Demonstrates ability to maintain authorization lists and issue correct facility badges in accordance with site procedures.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification: Watchperson (WP)**

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
11	Ensure authorized escorts and brief visitors	Visitor waiting for escort to protected area	Demonstrates ability to provide a visitor with an authorized escort.
12	Control personnel portals	Any access portal	Demonstrate knowledge of personnel entry requirements, badging, and unescorted/escorted entry to protected/vital areas according to site procedure; maintains access log.
15	Conduct vehicle search	Vehicle at protected area entry with cargo	Demonstrates vehicle search method, including cab, engine compartment under carriage, and cargo area, for unauthorized persons and materials; takes action according to procedures upon finding such persons or materials.
16	Conduct vehicle escort	Vehicle waiting to enter site requires escort	Demonstrates ability to maintain continual effective observation and control over both driver and vehicle; removes keys/immobilizes vehicle if left unattended in protected area; briefs driver on emergency procedures; ensures unauthorized materials are not loaded and/or unloaded.
17	Control vehicle access portals	Authorized vehicle waiting to enter protected area	Demonstrates vehicle entry procedure.
18	Verify cargo identity and authorization	Simulated/actual delivery vehicle at access point	Demonstrates proper procedure for cargo identification and authorization.
19	Conduct physical package search	Hand carried items	Demonstrates ability to search package(s) being taken into protected area in accordance with site procedures.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Watchperson (WP)

Task Number	Task	Conditions	Standards
20	Conduct x-ray package search	Hand carried items	Demonstrate ability to test and use the x-ray device in accordance with site procedures to detect any unauthorized material, and to react according to these procedures upon finding such material.
21	Conduct patrol of protected/vital areas	Normal security operations on patrol of vital/protected areas daylight/night with required equipment	Demonstrates familiarity with site layout and ability to conduct patrol of vital/protected areas to detect unauthorized equipment or suspicious activities; observes, inspects, or tests security system(s) for deficiencies; observes employees and/or visitors for any possible suspicious behavior; communicates with CAS/SAS and/or other members of the Security Force using site issued equipment and procedures, to report findings or initiate further response.
24	Operate communication equipment	Simulated on duty condition where continuous communication with CAS/SAS must be maintained	Demonstrates the ability to operate a portable radio to include changing the battery, changing channels, maintaining continuous communications with CAS/SAS and completing a communications check with CAS/SAS. Also demonstrates the ability to use the intercom and Hi-com.
25	Detect and assess attacks in designated areas	Designated area, simulated/real attack	Demonstrates ability to proceed to designated sector, detect possible attack, assess situation and report to CAS/SAS.
26	Detect and assess duress/extortion/hostage situation	Simulated extortion/hostage situation	Demonstrates ability to recognize duress/extortion/hostage situation and follow appropriate procedures.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Watchperson (WP)

Task Number	Task	Conditions	Standards
30	Respond to unauthorized personnel, vehicles, contraband	Simulated/actual unauthorized person, vehicle, or contraband located in protected area	Demonstrates use of proper procedure; recognizes prohibited actions/items (i.e., personnel without I.D. badges, vehicles without proper escort/markings, contraband); reports situation to CAS/SAS.
31	Respond to loss or jamming of communications	Loss or jamming of communications capabilities	Demonstrates ability to follow appropriate onsite communications procedure.
32	Respond to loss of power/lighting	Simulated/actual loss of power/lighting in protected area	Demonstrates ability to detect degradation in protected area power/lighting; and reports conditions.
34	Control access during security or site emergency	Simulated/actual security contingency event	Demonstrates ability to permit access to only specifically authorized individuals and offsite emergency response personnel in accordance with 10CFR73.55 (d) (4) and site procedure.
45	Conduct security equipment surveillance and testing	Simulated two hour, eight hour, daily, and weekly security related equipment surveillance and testing activities	Demonstrates the ability to test motion detector sensors by running, crawling, rolling, or walking; demonstrates the ability to test security doors and gates and their associated alarm and locking devices; demonstrates the ability to inspect barriers and the isolation zones.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Response Force Member (RFM)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
21	Conduct patrol of protected and vital areas	Normal security operations on patrol of vital/protected areas daylight/night with required equipment	Responds to and investigates intrusion alarm annunciations as directed by the CAS/SAS; inspects all barriers and security doors for indications of tampering.
28	Assess and respond to disturbance	Actual/simulated civil disturbance	Demonstrates ability to obtain contingency equipment and deploy to defensive positions as directed.
30	Respond to unauthorized personnel, vehicles, contraband	Simulated/actual report of unauthorized person(s) Vehicles(s), or contraband within protected or vital areas by a security officer or other facility employee	Demonstrates the ability to use proper procedures; demonstrates the ability to isolate the event to protect the facility and employees; demonstrates ability to approach event location safely and tactically; demonstrates ability to neutralize the situation; reports actions and results to CAS/SAS.
33	Respond to direct attack	Simulated/actual direct attack in protected area	Demonstrates ability to proceed to barrier location and control situation according to site procedures; reports information to CAS/SAS.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Response Force Member (RFM)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
36	Respond to explosive/sabotage device	Simulated/actual explosive/sabotage device	Demonstrates ability to report to area as directed; conduct initial investigation and report situation to CAS/SAS; properly isolates the area.
37	Respond to hostage/extortion situation	Simulated/actual extortion/hostage situation in progress	Demonstrates ability to report to area as directed; conduct initial investigation and report situation to CAS/SAS; properly isolates area.
38	Respond to alarms	Simulated/actual intrusion in a specific area	Demonstrates thorough knowledge of site layout; responds to and assesses alarm annunciations as directed by the CAS/SAS in accordance with site procedures; investigates unauthorized persons found within protected/vital areas; secures any barrier or security door found unlocked or breached; communicates with CAS/SAS and/or requests for assistance.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Response Force Member (RFM)

Task Number	Task	Conditions	Standards
39	Conduct search of protected/vital areas	Protected/vital area	Demonstrates knowledge of site layout; conducts searches of protected/vital areas for unauthorized persons, vehicles or materials in accordance with site procedures; secures and isolates specific areas when directed; inspects vital equipment and components for tampering and or sabotage.
40	Apprehend and detain unauthorized individuals	Simulated unauthorized personnel within the protected area	Demonstrates knowledge of methods to apprehend and detain unauthorized individuals; as appropriate, detains suspect, using training received in use of force and legal basis for detention; conducts search of suspect using appropriate method (i.e. hands-on, prone); handcuffs suspect if necessary.
42	Respond to Safeguards Contingency Events according to approved site Security plan and site procedures	Contingency operations of the Security Force	Demonstrates thorough knowledge of site layout and ability to respond to any event as directed by the CAS/SAS or as required by site procedures; demonstrates ability to communicate with CAS/SAS and other members of Security Force; participates in searches of protected and vital areas; conducts evaluation of assigned area in accordance with site procedures.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

#### Personnel Qualification: CAS/SAS Operator (CAS/SAS)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
3	Coordinate and direct all threat-event responses	Simulated/actual contingency situation and response force	Demonstrates ability to properly control the response force in the most effective manner under given threat-events according to site procedures.
5	Control access authorization	Individual requesting access officer verifying authorization list	Demonstrates ability to use and maintain approved authorization lists and determine proper personnel identification.
14	Update computer records	Computer access lists	Demonstrates ability to access and update computer records.
17	Control vehicle access portals	Authorized vehicle waiting to enter protected area	Demonstrates physical vehicle entry procedure
22	Survey CCTV monitored areas	CCTV - CAS/SAS console	Demonstrates ability to use available equipment and survey the protected area.
23	Monitor and operate all phases of the alarm system	CAS/SAS console equipment	CAS/SAS operator successfully demonstrates the use of equipment and operator adjustments.
24	Operate communication equipment	CAS/SAS console and associated communications equipment	Demonstrates ability to use each item of the existing communications system by contacting security posts, response force personnel, supervisors, LLEA, and other on or offsite assistance organizations with established call signs (i.e. codes, duress signal(s) to ensure communications with security according to site procedures.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification: CAS/SAS Operator (CAS/SAS)**

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
28	Assess and respond to civil disturbance	Actual/simulated civil disturbance	Demonstrate ability to direct response force.
29	Assess Alarms	CAS/SAS console	Demonstrates ability to direct response force to specific alarm zones; evaluates response force data to determine if intrusion occurred; uses CCTV where coverage exists as a method to identify possible intruder and obtain data relative to the adversary within the protected area according to site procedures; demonstrated tactical considerations in support of security contingency plans.
30	Respond to unauthorized personnel, vehicles, contraband	Simulated/actual unauthorized person, vehicle, or contraband located in protected area	Demonstrates ability to locate and follow appropriate unauthorized personnel, vehicle, contraband procedures.
31	Respond to loss or jamming of communications	Loss or jamming of communications capabilities	Demonstrates ability to follow appropriate onsite communications procedures.
32	Respond to loss of power/lighting	Simulated/actual loss of power/lighting protected area	Demonstrates ability to detect lighting degradation in protected area power/lighting; completes necessary notifications report, according to site procedure; increases patrols.
33	Respond to direct attack	Simulated/actual direct attack in the protected area	Demonstrates ability to dispatch response force to event location and controls situation according to site procedures.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification: CAS/SAS Operator (CAS/SAS)**

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
34	Control access during security or site emergency	Simulated/actual security contingency event	Demonstrates ability to permit access to only specifically authorized individuals and offsite emergency response personnel in accordance with 10CFR73.55 (d) (4) and site procedures.
35	Maintain/reduce access	Simulated/actual security contingency event; CAS/SAS console	Demonstrates ability to control, stop or impede access during an emergency through use of CAS/SAS access/egress procedures.
36	Respond to explosive/sabotage device	Simulated/actual explosive/sabotage device	Demonstrates ability to notify necessary authorities immediately; completes necessary procedures.
37	Respond to hostage/extortion situation	Simulated/actual extortion/hostage situation in progress	Demonstrates ability to make notifications and complete necessary documentation.
41	Respond to failure of security personnel to report while on duty	Actual or simulated failure of patrol officer to report	Demonstrates ability to make notifications and complete necessary documentation.
43	Take action in response to fire, explosion, or other catastrophes	Simulated fire, explosion, or catastrophe	Demonstrates ability to locate and follow appropriate fire, explosion, or catastrophe procedure.
44	Detect unauthorized use of keycard system	CAS/SAS console and equipment	Demonstrates ability to monitor the keycard system to detect unauthorized entry attempts; directs actions to provide interim compensatory measures if system is inoperable according to site procedures.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

#### Personnel Qualification: CAS/SAS Operator (CAS/SAS)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
45	Conduct security equipment surveillance and testing	Simulated/actual unscheduled two hour, eight hour, daily and weekly security related equipment surveillance and testing activities.	Demonstrates the ability to coordinate, monitor, and record the results of the security equipment surveillance and testing activities; demonstrates knowledge of the expected results of the surveillance and testing and the ability to discern when the surveillance and testing activities result in less than acceptable results; demonstrates the knowledge and ability to implement the appropriate compensatory measures when they are required; reports unsuccessful results to the appropriate persons.
46	Compensate for inoperative security equipment or degraded security barriers	Simulated/Actual security equipment or barriers requiring compensatory measures are inoperative or degraded.	Demonstrates the knowledge and ability required to implement and coordinate compensatory measures; demonstrates the knowledge and ability to make the proper notifications.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Response Force Leader (RFL)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
1	Deploy and coordinate the Security Force	Simulated that the SSS is incapacitated or absent and RFL assumes SSS responsibilities per the Physical Security Plan	Demonstrates ability, under specified conditions, to determine Security Force operational requirements, select qualified individuals according to site procedures and needs.
2	Implement security labor strike response procedures	SSS is incapacitated during simulated/actual labor/job action and RFL assumes SSS's responsibilities per the Physical Security Plan	Demonstrates ability to properly control the response force under given contingency situations.
4	Deploy and coordinate response force	Simulated contingency situations and response force members	Demonstrates ability to properly control the response force under given contingency situations.
26	Detect and assesses duress/Extortion/hostage situation.	Simulated extortion/hostage situation	Demonstrates ability to recognize duress/extortion/hostage situation and follow appropriate procedures; demonstrates the ability to replace SSS as required by the Physical Security Plan.
27	Assess impending attack intelligence information	Simulated/actual assumption of SSS responsibilities during normal and contingency operations per the Physical Security Plan	Demonstrates ability, under specific conditions, to determine Security Force deployment according to site procedures.
28	Assess and respond to civil disturbance	Actual/Simulated civil disturbance	Demonstrates ability to deploy response force; and the ability to replace the SSS as required by the Physical Security Plan.
30	Respond to unauthorized personnel, vehicle, contraband	Simulated/actual unauthorized person, vehicle, or contraband located in protected area	Demonstrates ability to deploy Response Force to locate and follow appropriate unauthorized personnel, vehicle, contraband procedures; and the ability to replace SSS as required by the Physical Security Plan.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

#### **Personnel Qualification:** Response Force Leader (RFL)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
32	Respond to loss of power/lighting	Simulated/actual loss of power to security related equipment and lights	Demonstrates ability to implement appropriate contingency procedure and compensatory measures; and the ability to assume the SSS responsibilities per the Physical Security Plan.
33	Respond to direct attack	Simulated/actual direct attack in protected area	Demonstrates ability to proceed to barrier location and controls situation according to site procedures; reports information to CAS/SAS; demonstrates the ability to assume the SSS's responsibilities per the Physical Security Plan.
36	Respond to explosive/sabotage device	Simulated/actual extortion/sabotage device	Demonstrates ability to report to area as directed, conduct initial investigation and report situation to CAS/SAS; properly isolates area; demonstrates the ability to assume the SSS's responsibilities per the Physical Security Plan.
37	Respond to hostage/extortion situation	Simulated/actual extortion/hostage situation in process	Demonstrates ability to report to correct locations, investigate and report to CAS/SAS as directed; demonstrates the ability to assume the SSS's responsibilities per the Physical Security Plan

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Response Force Leader (RFL)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
38	Respond to alarms	Simulated/actual intrusion in a specified area	Demonstrates a thorough knowledge of site layout; respond to and assesses alarm annunciations as directed by the CAS/SAS in accordance with the site procedures; investigates unauthorized persons found within protected/vital areas; secures any barrier or security door found unlocked or breached; communicates with CAS/SAS and/or other members of the Security Force any findings and/or requests for assistance; demonstrates the ability to assume the SSS's responsibilities per the Physical Security Plan.
39	Conduct search of protected/vital areas	Protected/Vital Areas	Demonstrates knowledge of site layout; conducts searches of protected/vital areas for unauthorized persons, vehicles or materials in accordance with site procedures; investigates unauthorized persons found within the protected/vital areas; secures any barrier or security door found unlocked or breached; communicates with CAS/SAS and/or other members of the Security Force any findings and/or requests for assistance; demonstrates the ability to assume the SSS's responsibilities per the Physical Security Plan.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Response Force Leader (RFL)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
41	Respond to failure of security personnel to report while on duty	Simulated/actual failure of Security Officer to report to next scheduled location.	Demonstrate ability to determine whether a duress situation exists, neutralize the existing situation, make the required notifications and complete the necessary documentation; demonstrates the ability to assume the SSS's responsibilities per the Physical Security Plan.
42	Respond to Safeguards Contingency Events according to approved site plan and procedures	Contingency operations of the Security Force	Demonstrates thorough knowledge of site layout and ability to respond to any event and ability to respond to any event as directed by CAS/SAS or required by site procedures; demonstrates ability to communicate with CAS/SAS and other members of Security Force; participates in searches of protected and vital areas; conducts evaluation of assigned area in accordance with site procedures; demonstrates knowledge required to assume SSS's responsibilities per the Physical Security plan.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Response Force Leader (RFL)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
45	Conduct security equipment surveillance and testing	Simulated unscheduled two hour, eight hour, daily, and weekly security related equipment surveillance and testing activities	Demonstrates the ability to coordinate, monitor and record the results of the security equipment surveillance and testing activities; demonstrates knowledge of the expected results of the surveillance and testing and the ability to discern when the surveillance and testing activities result in acceptable results; demonstrates the knowledge and ability to implement the appropriate compensatory measures when they are required; demonstrates the ability to assume the SSS responsibilities per the Physical Security Plan.
46	Compensate for inoperative security equipment or degraded security barriers	Simulated/Actual security equipment or barriers requiring compensatory measures are inoperative or degraded	Demonstrates the knowledge and ability required to implement and coordinate compensatory measures; initiate corrective actions; demonstrates the knowledge and responsibility necessary to assume the SSS responsibilities per the Physical Security Plan.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification: Security Shift Supervisor (SSS)**

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
1	Supervise and deploy the security force	Normal Security Force Operations	Demonstrates the ability to supervise and deploy Nuclear Security Force.
2	Implement security labor strike response procedures	Simulated/actual security labor strike	Demonstrates ability to implement security labor strike response procedure according to site instructions and procedures.
24	Operate communications system	Simulated/actual/on-duty condition where continuous communication with CAS/SAS must be maintained; situation exists which requires LLEA contact	Demonstrates the ability to supervise and control the use of the Nuclear Security communication network, to include enforcing procedures, maintaining communications equipment, ensures communications equipment receives proper operator care and handling, scheduled and corrective maintenance is performed; demonstrates the ability to operate Nuclear Security Organization Communication equipment.
27	Assess impending attack intelligence information	Security Force normal and contingency operations	Demonstrates ability, under specific conditions to determine Security Force Deployment and alert status for impending attack intelligence according to site procedures.
28	Assess and respond to civil disturbance	Actual/simulated civil disturbance	Demonstrates ability to supervise the deployment of the response force.
30	Respond to unauthorized personnel, vehicles, contraband	Simulated/actual unauthorized person, vehicle, or contraband located in the protected area	Demonstrates ability to supervise the Nuclear Security Force Deployment during the contingency and make appropriate decisions concerning actions required to neutralize the situation; demonstrates the ability to appropriately escalate or de-escalate the contingency.
31	Respond to loss or jamming of communications	Loss or jamming of communications capabilities	Demonstrates ability to follow appropriate onsite communications procedures for counteracting loss.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

#### Personnel Qualification: Security Shift Supervisor (SSS)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
32	Respond to loss of power/lighting	Simulated/actual loss of power/lighting in protected area	Demonstrates ability to detect degradation in protected area power/lighting; completes necessary notifications report according to site procedure.
33	Respond to Direct Attack	Simulated/actual direct attack in the protected area	Demonstrated the ability to supervise and coordinate the situation; demonstrates the ability to develop and initiate actions to neutralize the situation; demonstrates ability to appropriately escalate or de-escalate the situation.
34	Control access during security or site emergency	Simulated/actual security contingency event	Demonstrates the ability to supervise and coordinate the situation; demonstrates the ability to distinguish between essential and nonessential site access during the event and grant or deny access accordingly

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Security Shift Supervisor (SSS)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
35	Maintain/reduce access	Simulated/actual security contingency event within the protected area or vital area	Demonstrates the ability to supervise and coordinate the situation; demonstrates the ability to distinguish between essential and nonessential site access accordingly; demonstrates the ability to appropriately escalate or de-escalate the contingency.
36	Respond to explosive/sabotage device	Simulated/actual explosive/sabotage device	Demonstrates the ability to supervise and coordinate the situation; demonstrates the ability to initiate actions to neutralize the situation; demonstrates the ability to appropriately escalate or de-escalate the contingency
37	Respond to hostage/extortion situation	Simulated/actual hostage/extortion situation in progress	Demonstrates the ability to supervise and coordinate the situation; demonstrate the ability to initiate actions to neutralize the situation; demonstrates the ability to appropriately escalate or de-escalate the contingency.
38	Respond to alarms	Simulated/actual intrusion alarm in a specified area	Demonstrates the ability to supervise and coordinate the situation; demonstrates the ability to analyze the situation and determine whether "unexplained" alarms should be declared "false", or "nuisance" alarms; demonstrates the ability to escalate or de-escalate the situation.
39	Conduct Search of the protected/vital areas	Protected/vital area is searched for simulated/actual unauthorized individual or contraband	Demonstrates the ability to supervise and coordinate the search; demonstrates the ability to initiate actions to neutralize the situation; demonstrate the ability to appropriately escalate or de-escalate the situation.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Security Shift Supervisor (SSS)

Task Number	Task	Conditions	Standards
40	Apprehend and detain unauthorized individuals	Simulated unauthorized personnel within protected area	Demonstrates knowledge of methods to apprehend and detain unauthorized individuals as appropriate; detains suspects, using training received in use of force and legal basis for detention; conducts search of suspect using appropriate method (i.e., hands-on, prone); handcuffs suspect if necessary.
41	Respond to failure of security personnel to report while on duty	Actual or simulated failure of officer to report to a scheduled location	Demonstrates ability to supervise and coordinate the situation; demonstrate the ability to evaluate the situation and determine whether a duress or hostage situation exists; demonstrates the ability to initiate actions to neutralize the situation; demonstrates the ability to appropriately escalate or de-escalate the situation.
42	Respond to safeguards contingency events according to approved site plan and procedures	Contingency operations of the Security Force	Demonstrates the knowledge required to effectively supervise and coordinate the Nuclear Security force's normal and contingency event activities; demonstrates the knowledge required to effectively evaluate occurrences associated with contingency events so that appropriate actions to neutralize the events can be initiated; demonstrates the knowledge required to appropriately escalate or de-escalate contingency events.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** Security Shift Supervisor (SSS)

Task Number	Task	Conditions	Standards
45	Conduct Security equipment surveillance and testing	Simulated/actual unscheduled, two hour, eight hour, and weekly security related equipment, surveillance and testing	Demonstrates the ability to supervise and coordinate security related equipment surveillance and testing; demonstrates knowledge of the expected results and the ability to discover when the surveillance or testing result in less than acceptable results; demonstrates the ability to initiate corrective action when necessary; demonstrates the ability to initiate compensatory measures when necessary.
46	Compensate for inoperative security equipment or degraded security barriers	Simulated security equipment or barriers requiring compensatory measures are inoperative or degraded	Demonstrates the knowledge and ability required to implement, coordinate and supervise compensatory measures for inoperative CAS/SAS equipment, search equipment, CCTV, doors, card readers, alarm monitors etc; demonstrate the knowledge and ability required to implement, coordinate, and supervise compensatory measures for degraded walls, fences and doors, etc.; that are part of the protected area or vital barrier systems; demonstrates the ability to initiate appropriate reports and notifications; demonstrates the knowledge and ability to initiate corrective actions.

## Appendix C

### Conditions and Standards

*Detroit Edison Company Internal Use Document*

**Personnel Qualification:** General Supervisor, Security Operations (GSSO)

<b>Task Number</b>	<b>Task</b>	<b>Conditions</b>	<b>Standards</b>
5	Control Access Authorization	Access authorization list maintenance and Identification Keycard control.	Demonstrates the knowledge and ability to supervise and coordinate maintenance of the access authorization list; demonstrate the knowledge and ability to supervise and coordinate Identification Keycard Badge control; demonstrates the ability to assume the SSS responsibilities per the Physical Security Plan.

**APPENDIX D**

**RECORDS RETENTION MATRIX**

<b>RECORD</b>	<b>LOCATION</b>	<b>RETENTION PERIOD</b>
Initial physical fitness test records (1)	Training file	Duration of employment plus three years
Requalification physical fitness test records (1)	Training file	Three years from date of testing
Initial qualification examinations and evaluation checklists	Training file	Duration of employment plus three years
Requalification examinations and evaluation checklists	Training file	Three years from date of qualification
Initial weapons qualification records (1)	Training file	Duration of employment plus three years
Weapons requalification records (1)	Training file	Three years from date of qualification
Background investigation documents	Background file	Duration of employment plus five years
Physical examination and medical certification	Edison Medical Department	Three years from date of certification

(1) = Does not apply to personnel only qualified as Watchperson

## APPENDIX E

### SEMI-AUTOMATIC HANDGUN QUALIFICATION COURSE

#### *Stage 1*

4 yard line - 3 rounds - 4 seconds

The shooter starts in the interview position with a loaded, holstered handgun. The shooter draws and fires 3 rounds in 4 seconds using two hand grip standing without support. The shooter then decocks handgun, executes a slow recovery, and holsters handgun. The shooter completes this stage 3 times.

#### *Stage 2*

7 yard line - 4 rounds - 8 seconds

The shooter starts in the interview position with a loaded, holstered handgun. The shooter draws and fires 2 rounds, reloads without command and fires 2 more rounds in 8 seconds using two hand grip standing without support. The shooter then decocks handgun, executes a slow recovery, and holsters handgun. The shooter completes this stage 2 times.

#### *Stage 3*

7 yard line - 4 rounds - 10 seconds

The shooter starts with a loaded, holstered handgun. On command, shooter removes the magazine from the handgun, and inserts an empty magazine. The shooter assumes the interview position to indicate he/she is ready. On the command to fire, the shooter draws and fires 1 round, executes combat reloading and fires 3 rounds in 10 seconds using two hand grip standing without support. Shooter then decocks handgun, executes a slow recovery, and holsters handgun. The shooter completes this stage 2 times.

Targets are scored for stages one through three. Unfired rounds are scored as misses.

#### *Stage 4*

10 yard line - 4 rounds - 8 seconds

The shooter starts behind a barricade with a loaded, holstered handgun. On command the shooter comes to the standing ready position. On the command to fire the shooter fires 2 rounds from the left side of the barricade in 4 seconds and moves back behind cover, decocks and returns to the standing ready position. On the second command to fire, the shooter again fires 2 rounds from the left side of the barricade in 4 seconds. Shooter then moves back behind cover, decocks, and shifts position to prepare for stage five. Shooter completes this stage once.

#### *Stage 5*

10 yard line - 4 rounds - 8 seconds

The shooter starts in the standing ready position behind a barricade with a loaded handgun. On the command to fire, the shooter fires 2 rounds from the right side of the barricade in 4 seconds and moves back behind cover, decocks, and returns to the standing ready position. On the second command to fire, the shooter again fires 2 rounds from the right side of the barricade in 4 seconds. The shooter then moves back behind cover, decocks, and executes a slow recovery, and holsters the handgun. Shooter completes this stage once.

#### *Stage 6*

10 yard line - 4 rounds - 8 seconds

The shooter starts behind the barricade with a loaded, holstered handgun. On command, the shooter comes to the standing ready position. On command to fire, the shooter takes a speed kneeling position and fires 2 rounds at the target in 4 seconds. The shooter then decocks, comes to the standing position and returns to the standing ready position behind the barricade. On the second command to fire, the shooter takes a speed kneeling position and fires 2 rounds at the target in 4 seconds. The shooter then decocks, returns to the standing position, executes a slow recovery and holsters the handgun. The

shooter completes this stage once.

### *Stage 7*

15 yard line - 8 rounds - 60 seconds

The shooter starts in the interview position with a loaded, holstered handgun. On command to fire, the shooter draws the handgun and fires using any of the positions taught (speed kneeling, standing, prone) firing 8 rounds in 60 seconds. Shooter then decocks, returns to the standing position, if required, executes a slow recovery, and holsters the handgun. The shooter completes this stage once.

Targets are scored for stages four through seven. Unfired rounds are scored as misses.

### *Stage 8*

7 yard line - 12 rounds - 16 seconds

The shooter starts in the interview position with a loaded, holstered handgun, facing 2 targets, set 2 yards apart. On command the shooter draws and fires 3 rounds at the left target, and then 3 rounds at the right target in 8 seconds. The shooter then decocks, executes a slow recovery and holsters handgun. On the second command to fire, the shooter draws and fires 3 rounds at the right target, and 3 rounds at the left target in 8 seconds. The shooter then decocks, executes a slow recovery, and holsters the handgun. Shooters complete this stage once.

Targets are scored for stage eight. Unfired rounds are scored as misses.

The maximum score obtainable is 285 points. The minimum score allowable is 200 (70%). A maximum of 57 rounds are fired. The target used is the XTC-71 or similar target using an equivalent scoring method.

**APPENDIX F**

**SHOTGUN QUALIFICATION COURSE**

There are 2 positions of fire for the Shotgun Course totaling 8 rounds. For each position 4 rounds of OO-buckshot shall be fired at 4 separate targets.

To qualify, the individual is required to place 70% of all pellets (51 pellets for the entire course) within the black silhouette of the NRA B-27E target, or similar target using an equivalent scoring method.

**Shotgun Course**

<b><u>Range</u></b> <b><u>(yd)</u></b>	<b><u>No. of</u></b> <b><u>Rounds</u></b>	<b><u>Position</u></b>	<b><u>Time</u></b> <b><u>(Sec)</u></b>
15	4	Shoulder	10
25	4	Shoulder	10

## **APPENDIX G**

### **BASIC RIFLE QUALIFICATION COURSE**

The maximum score obtainable is 100 points. The minimum score allowable is 80%. A maximum of 20 rounds are fired with a point value of 5 for each round that hits on or inside the outer most scoring ring of the NRA B-27E target, or similar target using an equivalent scoring method. For both stages of fire the shooter starts with a loaded rifle from a standing position.

<b>Stage</b>	<b>Range (yards)</b>	<b>Number of Rounds</b>	<b>Position</b>	<b>Time (Sec)</b>
1	100	10	Standing to Kneeling	60
2	100	10	Standing to Prone	70

**APPENDIX H**

**9mm CARBINE QUALIFICATION COURSE**

<b>Stage</b>	<b>Range (yards)</b>	<b>Number of Rounds</b>	<b>Position</b>	<b>Time</b>
1	7	04 04 04	Standing Standing Standing	05 seconds 05 seconds 05 seconds
2	15	04 04 04	Standing Standing Standing	10 seconds 10 seconds 10 seconds
3	25	12	Standing - 4 rounds Kneeling - 4 rounds Barricade - 4 rounds	60 seconds
4	50	12	Sitting - 4 rounds Prone - 4 rounds Barricade - 4 rounds	2 minutes
5	50	2	Standing	30 seconds

A maximum of 50 rounds are fired. The maximum score obtainable is 50 points. The minimum score allowable for qualification is 40 points (80%). Rounds must be placed within the black silhouette of the NRA B-27E target or similar target using an equivalent scoring method.

**FIGURE 3-1  
CRITICAL TASK/ WRITTEN EXAMINATION MATRIX**

**CRITICAL TASK EVALUATIONS:**

<b>Evaluator</b>	<b>GSSO</b>	<b>SUP*</b>	<b>CAS/SAS</b>	<b>RFM</b>	<b>WP</b>
Director Nuclear Security or designate	X				
Security Operations Support Staff and GSSO		X	X	X	X
Security Shift Supervisor +			X	X	X
Response Force Leader			X	X	X

**WRITTEN EXAMINATION:**

<b>Evaluator</b>	<b>GSSO</b>	<b>SUP*</b>	<b>CAS/SAS</b>	<b>RFM</b>	<b>WP</b>
Director Nuclear Security or designate	X				
Security Operations Support Staff and GSSO		X	X	X	X
Security Shift Supervisor +			X	X	X
Response Force Leader			X	X	X

+ Includes members of the GSSO staff who are qualified as SSS.

\* SUP represents Security Shift Supervisor (SSS) and the Response Force Leader (RFL).

The SSS and the RFL can evaluate other SSS and RFL's on CAS/SAS, RFM, and WP written examination and critical tasks.

X Denotes what positions can be evaluated by the listed evaluator.