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10 CFR 50.54

U. S. Nuclear Regulatory Commission
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PALISADES NUCLEAR PLANT
DOCKET 50-255
LICENSE NO. DPR-20
PALISADES NUCLEAR PLANT SUITABILITY, TRAINING AND QUALIFICATION
PLAN, REVISION 20

Nuclear Management Company, LLC (NMC) is enclosing two attachments that comprise Revision 20 of the Palisades Nuclear Plant Suitability, Training and Qualification Plan. Attachment 1 contains a description of, and justification for, the changes included in Revision 20. Attachment 2 contains one original and three copies of the revised Plan.

NMC has determined that the changes contained in Revision 20 do not decrease the safeguards effectiveness of the Palisades Suitability, Training and Qualification Plan. Accordingly, this revision is submitted under the provisions of 10 CFR 50.54(p)(2).

SUMMARY OF COMMITMENTS

This letter contains no new commitments and no revisions to existing commitments.



Douglas E. Cooper
Palisades Site Vice President

CC: Regional Administrator, USNRC, Region III
Project Manager, USNRC, NRR (w/o att)
NRC Resident Inspector - Palisades (w/o att)

Attachments

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ATTACHMENT 1

**NUCLEAR MANAGEMENT COMPANY
PALISADES PLANT
DOCKET 50-255**

**DESCRIPTION OF AND JUSTIFICATION FOR
SUITABILITY, TRAINING, AND QUALIFICATION PLAN CHANGES
REVISION 20**

3 Pages Follow

10CFR50.54(p) SCREENING EVALUATION

Document/Revision: Palisades Nuclear Plant Security Training and Qualification Plan, Revision 20

Section/Title: Entire Document

PROPOSED CHANGE(S): List of changes attached? ☒ Yes ☐ No

This is a general revision of the plan. The revised plan supersedes Suitability, Training and Qualification Plan, Revision 20. A comprehensive summary of changes made to the superseded plan is provided in ATTACHMENT 1.

IMPACT ON EFFECTIVENESS :

This section asks a series of questions. If the response to each question is "no" and the rationale supports a "no" response, the change may be processed using the provisions of 10 CFR 50.54(p) without NRC prior approval. The questions are as follows:

1. ☐ Yes ☒ No Does this change delete or contradict any regulatory requirement?
2. ☐ Yes ☒ No Would the change decrease the overall level of security system performance as described in paragraphs (b) through (h) of 10 CFR 73.55 to protect with the objective of high assurance against the design basis threat of radiological sabotage as stated in 10 CFR 73.1(a)?

Rationale: The rationale to support the answer "NO" for each change is provided in ATTACHMENT 1.

3. ☐ Yes ☒ No For any licensee that has NRC-approved security plan commitments as alternatives to one or more of the requirements of 10 CFR 73.55(b) through (h): Does this change decrease the overall level of security system performance needed to protect with the objective of high assurance against the design basis threat of radiological sabotage as stated in 10 CFR 73.1(a).

Rationale: No changes are being made to the NRC-approved Security Training and Qualification commitments which are alternatives to the requirements of 10CFR73.55(b) through (h).

- ☐ Yes ☒ No If the response to each question is "no" and the rationale supports the response, then the change may be processed under the provisions of 10CFR50.54(p) without prior NRC approval. If any response is "yes," then NRC approval is required prior to implementing the change. Is NRC approval required?

Review and Approval:

Completed By: Brian R. Palisades Date: 2-23-03

Reviewed By: Paul J. Bruce Date: 4-23-02

Approved By: [Signature] Date: 5/3/03

ATTACHMENT 1: Assessment of Acceptability of 10 CFR Section 50.54(p) Changes to the Palisades Security Training And Qualification Plan

1. The following matrix correlates information contained in the applicable sections and paragraphs of the revised plan with the applicable sections and paragraphs of the superseded plan. A description of each change and, where required, the rationale for the "NO" response to question 2 of the 10 CFR Section 50.54(p) evaluation is provided.
2. A separate description is provided for changes and the rationale for the change is provided to include its impact on the overall level of security system performance specified in the Physical Security or Safeguards Contingency Plans.

PALISADES SECURITY TRAINING AND QUALIFICATION PLAN CHANGE MATRIX

| Change Number | Superseded TQP Reference | Revised TQP Reference | Change Description and Rationale |
|---------------|--------------------------|-----------------------|--|
| 1 | Section 4, 4.1 | Section 4, 4.1 | <p><u>Change:</u> Revised the handgun qualification course.</p> <p><u>Rationale:</u> The handgun and handgun qualification course have been changed. Nuclear Management Company has adopted a standard weapon to be used at all NMC sites. Weapons have been changed from a 9mm (.355 caliber) Glock to a .40 caliber Heckler & Koch. The qualification course is also being standardized. The Palisades Security Training and Qualification Plan is being revised to adopt this new qualification course. The course revision was based on lessons learned from Operational Safeguards Response Evaluations, specifically the effective range of a handgun. Since there will be no change in actual weapons training for Security Officers, there is no decrease in the ability of the onsite physical protection system or security organization to protect with a high assurance against the design basis threat as stated in 10 CFR 73.1(a)(1).</p> |
| 2 | Appendix B 5.1 | Appendix B 5.1 | <p><u>Change:</u> <u>Changed</u> "Glock Model 17 Pistol" to "handgun".</p> <p><u>Rationale:</u> The handgun has been changed to the Nuclear Management Company's standard weapon. The Security Plan has previously been revised to change any reference to a specific make or model of a handgun to "handgun". NMC's standard weapon meets the requirements stated in 10 CFR 73, Appendix B.V.A.3</p> |

ATTACHMENT 2

**NUCLEAR MANAGEMENT COMPANY
PALISADES PLANT
DOCKET 50-255**

**PALISADES NUCLEAR PLANT
SUITABILITY, TRAINING, AND QUALIFICATION PLAN
REVISION 20**

46 Pages Follow

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SUITABILITY, TRAINING AND QUALIFICATION PLAN**

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**NUCLEAR MANAGEMENT COMPANY
PALISADES NUCLEAR PLANT
SUITABILITY, TRAINING AND QUALIFICATION PLAN**

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TITLE: Scope

This is the Suitability, Training and Qualification Plan (STQP) for the Nuclear Management Company's Palisades Nuclear Plant. This plan establishes the program for selecting, training, equipping, testing, and qualifying individuals assigned the responsibility of protecting nuclear material at the plant from theft or sabotage.

The STQP is drafted, approved, and revised by the Security Manager (SM). No changes to the STQP are made without prior review of the Nuclear Management Company (NMC) Director, Security or designate.

Revisions which do not decrease the safeguards effectiveness of the STQP may be made without prior approval of the Nuclear Regulatory Commission but must be reported to the Commission within two months after the change is made in accordance with 10 CFR 50.54(p).

Revisions which decrease the safeguards effectiveness of the STQP shall be subject to prior approval by the Nuclear Regulatory Commission pursuant to 10 CFR 50.90.

In addition to this plan, a Suitability, Training and Qualification Plan Implementing Procedure is maintained by the plant. This procedure shall be considered the implementation document for the STQP.

**NUCLEAR MANAGEMENT COMPANY
PALISADES NUCLEAR PLANT
SUITABILITY, TRAINING AND QUALIFICATION PLAN**

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TITLE: Employment Suitability and Qualification

1.0 EMPLOYMENT SUITABILITY AND QUALIFICATION

1.1 SUITABILITY

Prior to employment or assignment to the security organization, an individual shall meet the following criteria.

1.1.1 Educational Development (Fulfill one of the following)

Provide evidence of completion of at least a high school education or equivalency (ie, high school or college diploma; certificate of completion from a high school or college, certificate of successful passing of a high school level General Education Development examination). In cases where individuals were educated in foreign countries, documentation supporting the equivalent of a high school education shall be available.

1.1.2 Felony Conviction

An individual may not be assigned to the security force if convicted of a felony. Every individual must sign a statement indicating whether or not he or she has ever been convicted of a felony; if yes, no further consideration for assignment as a member of the security force shall be given; if no, the background investigation should be conducted in a manner to determine the truthfulness of this matter.

1.1.3 Age

Provide evidence that he or she is at least 21 years of age, ie, birth certificate, baptismal certificate, DD Form 214, driver's license, etc, if seeking qualification as an armed officer status; 18 years of age if seeking qualification as an unarmed officer status.

1.2 PHYSICAL AND MENTAL QUALIFICATIONS

1.2.1 Physical Qualifications

a. General Physical Qualifications

Each individual whose primary responsibility involves the effective implementation of the security program shall not have any physical weakness or abnormalities that would adversely affect his or her performance of assigned security duties. Supervisors are responsible for the prompt reporting of any such weakness and/or abnormality noted during the continued observation program of assigned security personnel.

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b. Physical Examination

In addition to the above, armed personnel and central alarm station operators shall successfully pass a physical examination designed to measure the individual's physical ability to perform security job duties. The examination will be conducted by a licensed physician who has been provided appropriate information as to the physical requirements of the security program and criteria outlined in 10 CFR 73, Appendix B. Upon completion of each examination, the physician will provide a statement attesting to the individual's successful passing of the required examination and that there is no medical contraindication to participate in the stated physical fitness qualification test.

c. Armed Personnel Requirements

Armed personnel shall be required to meet the following additional requirements concerning vision, hearing, epilepsy, diabetes, drug or alcohol addiction:

1. Vision: For each individual, distant visual acuity in each eye shall be correctable to 20/30 (Snellen or equivalent) in the better eye and 20/40 in the other eye with eyeglasses or contact lenses. Near visual acuity, corrected or uncorrected, shall be at least 20/40 in the better eye. Field of vision must be at least 70E horizontal meridian in each eye. The ability to distinguish red, green and yellow colors is required. Loss of vision in one eye is disqualifying. Glaucoma shall be disqualifying unless controlled by acceptable medical or surgical means, provided such medications as may be used for controlling glaucoma do not cause undesirable side effects which adversely affect the individual's ability to perform assigned security duties, and provided the visual acuity and field of vision requirements stated above are met.

The ability of armed security personnel to perform their assigned crucial tasks while wearing corrective lenses or afflicted with mild color vision defects will be demonstrated prior to assignment.

If corrective lenses are required to meet vision requirements of 1.2.1.c.1, a second set of corrective lenses shall be maintained on site for each affected officer. Prompt action shall be initiated to replace lost or damaged corrective lenses.

2. Hearing: Each individual shall have no hearing loss in the better ear greater than 30 decibels average at 500 Hz, 1,000 Hz and 2,000 Hz, with no level greater than 40 decibels at any one frequency (by ISO 1964 or ANSI 1969 audiometry).

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A hearing aid is acceptable provided it demonstrates auditory acuity equivalent to the above-stated requirement, under suitable testing procedures. The tests will be completed prior to the individual being assigned to duties involving crucial security tasks.

3. **Diseases:** Armed security personnel shall have no established medical history or medical diagnosis of epilepsy or diabetes or, where such a condition exists, the individual shall provide medical evidence that the condition can be controlled with proper medication so that the individual will not lapse into a coma or unconscious state while performing assigned security duties.
4. **Addiction:** Armed security personnel shall have no established medical history or medical diagnosis of habitual alcoholism or drug addiction or, where such a condition has existed, the individual shall provide certified documentation of having completed a rehabilitation program which could give a reasonable degree of confidence that the individual would be capable of performing assigned security duties.

d. Other Physical Requirements

1. An individual who has been incapacitated due to serious illness, injury, disease or operation which could interfere with the effective performance of assigned security job duties shall, prior to resumption of such duties, provide a statement signed by a licensed physician indicating adequate recovery and physical ability to perform such security job duties.
2. Security supervisors will, as part of their normal duties, observe their personnel to detect any indication that they cannot meet the physical demands of their assigned duties. In the event a deficiency is detected, the situation will be reported to the Security Force Leader for appropriate resolution (ie, referral to a physician).

1.2.2 Mental Qualifications

a. General Mental Qualifications

Supervisory and training personnel will, as part of their normal duties, observe their personnel to detect any indication that they cannot provide the required mental and communicative skills demanded by their duty assignments. The ability of an individual to meet these requirements will be demonstrated during the testing by meeting performance objectives of necessary tasks.

TITLE: Employment Suitability and Qualification

b. Professional Mental Evaluation

Security personnel will be evaluated by a licensed psychologist or psychiatrist, or physician or other person professionally trained to identify emotional instability. The professional must attest that his or her evaluation detected no mental condition that would interfere with the individual's ability to perform the crucial tasks associated with his or her assigned security duties.

c. Continued Observation

Supervisors will be constantly alert to detect any indications of emotional instability on the part of their shift personnel. Any individual demonstrating an apparent lack of mental ability or emotional stability will be promptly referred to the licensed health professional for evaluation. The person concerned will not be reassigned to security duty until a statement is received from the professional attesting that the individual is mentally fit to perform the crucial tasks associated with his or her assigned security duties.

1.3 PHYSICAL FITNESS QUALIFICATIONS

All armed members of the Security Force, excluding Central/Secondary Alarm Station (CAS/SAS) operators, will comply with the physical fitness requirements by successfully demonstrating the performance objectives for Task 5.5 as outlined in Appendix B, Vehicle Escort Officer. The results of the physical fitness testing will be recorded as prescribed in Section 2, Step 2.2.4, "Individual Qualification Record (IQR)" and Section 2, Step 2.3, "Contract Personnel."

1.4 CONTRACT SECURITY PERSONNEL

In accordance with the terms of the contract between this Company and the contract security service, all contract security personnel shall meet the suitability, physical and mental requirements outlined in this Plan.

1.5 PHYSICAL AND MENTAL ANNUAL REQUALIFICATION

Every 12 months armed personnel and CAS Supervisors will be required to pass a physical examination in accordance with Paragraph 1.2.1b. Armed personnel will meet the additional requirements outlined in Paragraphs 1.2.1.c, 1.2.2.b, and 1.3.

This 12 month requalification requirement may be extended with the following stipulations:

- a. the maximum allowable extension shall not exceed 25% (three months) of the 12 month requalification period and

TITLE: Employment Suitability and Qualification

- b. the combined time extension for any three consecutive training intervals shall not exceed 3.25 times the 12 month training interval. (12 months x 3.25 = 39 months in any three consecutive years)

Verification of requalification will be as specified in Paragraphs 1.2.1.b and 1.2.2.b.

1.6 DOCUMENTATION

The designated contractor representative(s) is required to document and attest to the fulfilling of each requirement outlined in this plan. The Nuclear Oversight Department will conduct periodic audits and surveillances to ensure compliance with this program.

These documents will be available for inspection by an authorized representative of the US Nuclear Regulatory Commission.

1.7 RECORDS RETENTION

Records documenting physical and mental qualifications and requalifications required by Sections 1.2.1.b, 1.2.2.b, and 1.5 of this plan shall be retained for a period of three years from the date results are obtained. These records may be maintained by the company or the contract security agency.

All test and written evaluation materials utilized to demonstrate adequate job performance of required tasks shall be on file onsite for a minimum of three years. Each individual's initial Individual Qualification Record shall be retained on file onsite for the lifetime of the plant and three years thereafter.

1.8 CONSTRAINTS

Nothing herein authorizes or requires any Company or contractor supervisor to investigate into or judge the reading habits, political or religious beliefs, or attitudes on social, economic or political issues of any person. The provisions of Company and Federal Equal Employment Opportunity programs will be strictly adhered to.

TITLE: Training and Qualifications

2.0 TRAINING AND QUALIFICATIONS

2.1 TRAINING REQUIREMENTS

Objectives of this training program are to produce security personnel fully qualified and capable of performing crucial tasks associated with their assigned security duties and to insure they maintain proficiency by detecting any deficiencies in performance. The manner in which individuals are qualified and proficiency is maintained includes formal, on-the-job training and/or, at the time of hiring, determines the individual possesses the necessary knowledge and skills by testing of required performance objectives. As determined by the licensee, initial task evaluations of security personnel will be by practical demonstration when feasible. Proficiency is maintained by ongoing training and performance evaluation. Individual and force effectiveness to meet contingency response tasks will be demonstrated by an officer participating in at least one drill per year and successfully passing a written examination on contingency response procedures. To qualify, the individual must receive a minimum passing score of 70 percent correct answers on written tests and/or demonstrate the correct technique for each action element indicated on the supervisor's checklists as required for any critical task associated with his/her shift assignment. In the event an individual, at any time, fails to demonstrate the required degree of proficiency, he or she will receive retraining until satisfactory performance is demonstrated by retesting of the required performance objective or a decision is made to permanently disqualify the individual.

- 2.1.1 The training/evaluation program begins as a portion of the hiring process. During the initial interview, it is determined if the individual has had any previous training and/or experience with similar security programs. If experience is indicated, the person will be evaluated to determine his or her specific training needs. The Company training program is designed to initially qualify an individual in the position requiring proficiency in the least number of tasks; ie, Personnel Search Officer (PSO). When an individual qualifies as a PSO, he or she then receives the additional training necessary to qualify in the position requiring the next least number of tasks; ie, Vehicle Search Officer (VSO). The training needs to progress from one position to another have been determined and are outlined in Appendix B.

Thus, an individual will eventually progress, through a combination of training techniques and job experience, from the position requiring the least degree of knowledge and skill to the most challenging position. This program is outlined in Appendix A.

Weapons qualification may be performed prior to initiation of training in any other tasks to ensure newly hired armed officer candidates or unarmed officers seeking armed officer qualification can successfully qualify with required weapons.

TITLE: Training and Qualifications

2.2 QUALIFICATION REQUIREMENTS

2.2.1 Individual Responsibility Matrix

A detailed review has been made of the site physical security and safeguards contingency plans and procedures. Based upon the identified tasks the responsibilities of the contract security personnel were established. The established responsibilities, by job position, are outlined in the Individual Responsibility Matrix, Appendix C. These tasks were used in conducting the job analysis as outlined in Section 2.2.2, "Job Analysis."

2.2.2 Job Analysis

Utilizing the Individual Responsibility Matrix (Appendix C), a specific job analysis was accomplished for each shift assignment indicated. The purpose of the analysis (Appendix B) was to authenticate and identify crucial tasks required for the successful implementation of the plant security and safeguards contingency plans which are of sufficient difficulty to require evaluation. The identified crucial tasks along with established standards and conditions will be used for the qualification evaluation of individuals assigned to the specific shift assignments.

2.2.3 Duty Qualification

All personnel assigned to security-related duties are required to successfully demonstrate the capability to perform all crucial security tasks, under the conditions and to the standards specified on the applicable Job Analysis Sheet(s) prior to assignment to the specific shift assignment involved. The demonstration must be performed to the satisfaction of an appropriate Plant or Security Supervisor. The individual will receive retraining in the event the demonstration is unsatisfactory. The routine performance of a task meets this objective provided it is accomplished in accordance with the specifications outlined in the appropriate Job Analysis Sheet (Appendix B).

2.2.4 Individual Qualification Record (IQR)

An IQR is maintained for each individual assigned to security-related duties. The IQR outlines each specific task required for a given shift assignment function, the date that the successful performance for each task was completed, the initials of the evaluating supervisor and examinee certifying completion. Upon initiation of requalification, a new IQR will be utilized to record the evaluation. The IQR(s) for each individual assigned to security-related duties will be available for inspection by an authorized representative of the US Nuclear Regulatory Commission.

TITLE: Training and Qualifications

2.2.5 Test Materials

All test and evaluation materials, to include individual qualification records, utilized to demonstrate adequate performance of required tasks will be retained on the plant site for a minimum of 3 years for inspection by an authorized representative of the NRC.

2.3 CONTRACT PERSONNEL

All contract personnel assigned to security-related duties will meet the training and qualification requirements outlined in this plan. The Security Training Manager or designated contract agency representative will, prior to assigning any contract Security Force member to security-related duties, certify that he has reviewed the individual's IQR and that the person has demonstrated adequate performance for all tasks required of the shift assignment position(s) indicated. Training records will be audited on a periodic basis by the Nuclear Oversight Department.

2.4 REQUALIFICATION

2.4.1 All personnel assigned to security related duties shall, once every 12 months, successfully demonstrate the capability to perform all tasks outlined in the applicable Job Analysis Work Sheet(s). This 12 month requalification period may be extended under the following conditions:

- a. the maximum allowable extension shall not exceed 25% (three months) of the 12 month requalification period and
- b. the combined time extension for any three consecutive 12 month requalification periods shall not exceed 3.25 times the 12 month requalification period. (12 months x 3.25 = 39 months in any three consecutive years.)

The results of the requalifications will be documented and attested to as outlined in Paragraphs 2.2.4 and 2.3 above.

2.4.2 Personnel holding training positions shall be exempt from requirements in Paragraph 2.2.4 with the exception of weapons qualifications, physical examination and physical agility. Qualification in the remaining tasks, as indicated in the Job Analysis Sheet, shall be evaluated by the individual's supervisor, based on observed duty performance.

TITLE: Weapons Training

3.0 WEAPONS TRAINING

- 3.1 All personnel required to be armed in the performance of their duties shall receive weapons training in accordance with the provisions of this plan. The training will ensure each individual is knowledgeable in the safe use of his or her assigned weapons and shall include the material concerning: Weapons clearing, loading, unloading, reloading and storage, combat firing day and night for the handgun, rapid firing for the weapons, close quarters firing, stress firing, and target recognition. Each individual must complete the initial training prior to being armed and at 12 month intervals thereafter. Requalification training may be extended beyond the 12 month training interval under the following conditions:**
- a. the maximum allowable extension shall not exceed 25% (three months) of the 12 month requalification training interval and**
 - b. the combined time extension for any three consecutive training intervals shall not exceed 3.25 times the 12 month training interval. (12 months x 3.25 = 39 months in any three consecutive years.)**
- 3.2 Documentation of training provided will be in accordance with Section 2, Step 2.2.4, "Individual Qualification Record (IQR)" and Section 2, Step 2.3, "Contract Personnel". The specific material covered by the training program is available for inspection by authorized representatives of the NRC.**

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PALISADES NUCLEAR PLANT
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TITLE: Weapons Qualification and Requalification Program

4.0 WEAPONS QUALIFICATION AND REQUALIFICATION PROGRAM

Each individual required to be armed in the performance of his or her security-related duties shall qualify in the use of assigned weapon(s) as indicated below. The individual must qualify with the weapon prior to being armed on duty and documentation of the qualification be accomplished as indicated in Section 2, Step 2.2.4, "Individual Qualification Record (IQR)", and Section 2, Step 2.3, "Contract Personnel".

4.1 HANDGUN

| STAGE | POINTS | RANGE AND DISTANCE | NUMBER OF ROUNDS | POSITION |
|-------|--------|--------------------|------------------|----------|
| 1 | 10 | 15 Feet | 10 | Standing |
| 2 | 10 | 15 Feet | 10 | Standing |
| 3 | 10 | 15 Feet | 10 | Standing |

Three 8" x 11.5" sheets of paper shall be used as targets. Each round shall be scored as a "hit" or "miss." A "hit" is a round that entered through the paper and is assigned a point value of one (1). A "miss" is a round that has not entered the paper and is assigned a point value of zero (0).

Total Possible Score: 30 points.
Qualifying Score: ≥24 points

TITLE: Weapons Qualification and Requalification Program

4.2 RIFLE

To qualify in use of the rifle, the individual must successfully complete the following course with a minimum score of 80% (i.e., 39 hits out of a possible 48 within the shaded area):

| STAGE | RANGE DISTANCE | NUMBER OF ROUNDS | TIME | POSITION |
|-------|-------------------|---------------------|-----------|-------------------------------------|
| 1 | 50 YARDS | 2 | 5 SECONDS | STRONG SIDE STANDING BARRICADE |
| 2 | 50 YARDS | 2 | 5 SECONDS | REACTION SIDE STANDING BARRICADE |
| 3 | 50 YARDS | 2 | 5 SECONDS | STRONG SIDE STANDING BARRICADE |
| 4 | 50 YARDS | 2 | 5 SECONDS | REACTION SIDE STANDING BARRICADE |
| 5 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE STANDING BARRICADE |
| 6 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE KNEELING BARRICADE |
| 7 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE STANDING BARRICADE |
| 8 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE KNEELING BARRICADE |
| 9 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE STANDING BARRICADE |
| 10 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE KNEELING BARRICADE |
| 11 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE STANDING BARRICADE |
| 12 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE KNEELING BARRICADE |
| 13 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE STANDING BARRICADE |
| 14 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE KNEELING BARRICADE |
| 15 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE STANDING BARRICADE |
| 16 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE KNEELING BARRICADE |
| 17 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE STANDING BARRICADE |
| 18 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE KNEELING BARRICADE |
| 19 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE STANDING BARRICADE |
| 20 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE KNEELING BARRICADE |
| 21 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE STANDING BARRICADE |
| 22 | 25 YARDS | 2 | 5 SECONDS | STRONG SIDE KNEELING BARRICADE |

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TITLE: Weapons Qualification and Requalification Program

| STAGE | RANGE DISTANCE | NUMBER OF ROUNDS | TIME | POSITION |
|-------|-------------------|---------------------|-----------|-------------------------------------|
| 23 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE STANDING BARRICADE |
| 24 | 25 YARDS | 2 | 5 SECONDS | REACTION SIDE KNEELING BARRICADE |

4.3 REQUALIFICATION

Individuals required to be armed in the performance of their security related duties shall be requalified in the use of their assigned weapons once every 12 months. This 12 month requalification period may be extended under the following conditions:

- a. the maximum allowable extension shall not exceed 25% (three months) of the 12 month requalification period and
- b. the combined time extension for any three consecutive 12 month requalification periods shall not exceed 3.25 times the 12 month requalification period. (12 months x 3.25 = 39 months in any three consecutive years).

The requalification will be in accordance with the provisions of Paragraphs 4.0 and 4.2 above the documented in accordance with Section 2, Step 2.2.4, "Individual Qualification (IQR)", and Section 2, Step 2.3, "Contract Personnel".

TITLE: Weapons Qualification and Requalification Program

5.0 GUARD, ARMED RESPONSE AND ARMED ESCORT EQUIPMENT

5.1 FIREARMS

An adequate number of handguns and rifles are maintained at the plant to arm all security personnel required of the security manpower requirements as outlined in the Plant Security and Contingency Plans. All weapons meet, as a minimum, specifications outlined in 10 CFR 73.55, Appendix B, Section V.

5.2 AMMUNITION

5.2.1 For each assigned weapon as appropriate to the individual's assigned contingency security job duties and as readily available as the weapon:

- a. 18 rounds per handgun.
- b. 100 rounds per rifle .

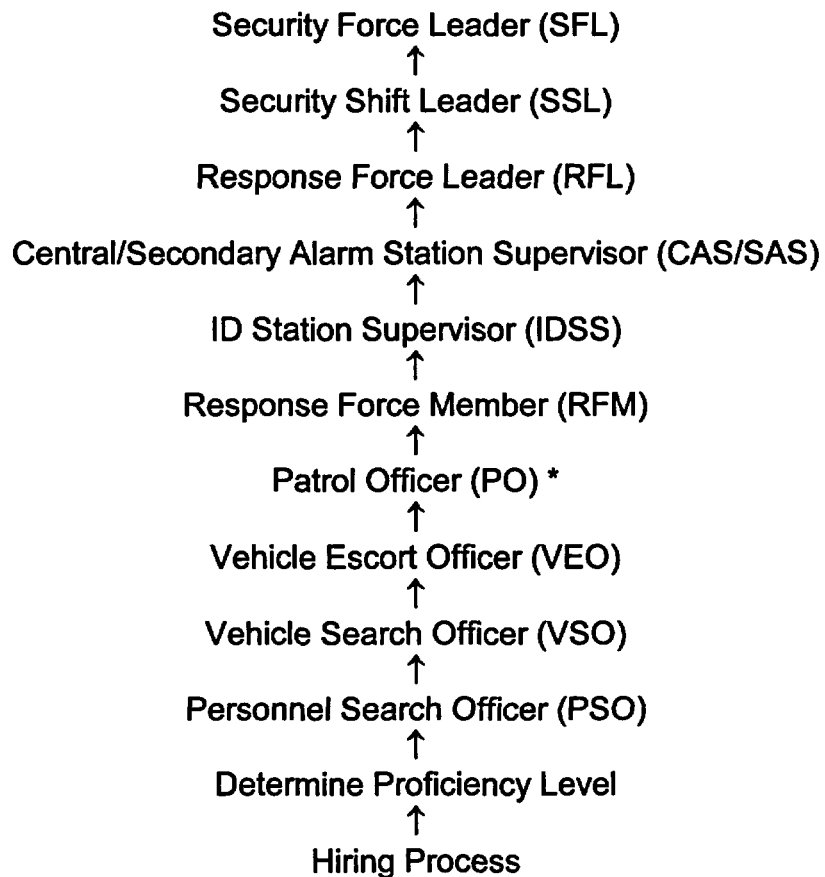
5.2.2 Ammunition available onsite is two (2) times the amount stated in 5.2.1 above for each weapon.

5.3 CONTINGENCY EQUIPMENT

The following personnel equipment is readily available for issue to individuals assigned tasks in accordance with the plant Contingency Plan:

- a. Riot Helmets
- b. Flexible Restraints
- c. Rifles

TITLE: Licensee Training Program



- * Crucial Task 5.1, "Demonstrate Qualification in Use of Handgun" is a crucial task in qualification as Vehicle Escort Officer. This task may be performed prior to initiation of training in any other task to ensure newly hired armed officer candidates or unarmed officers seeking armed officer qualification can successfully qualify with required weapons.

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Job Analysis

SHIFT ASSIGNMENT:

Personnel Search Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---|---|---|
| 2.1 | Control Personnel Access | Entry Control Facility, Picture Badges; Visitor's Logs; Magnetic Key Cards; Individual Seeking Access/ Depart Area. | Demonstrate ability to (1) Determine proper personnel identification (2) Locate and issue correct badge, keycard (3) Explain badge coding (4) Make proper visitor notifications (5) Complete Visitor Log (6) Identify escort (7) Recover badges. |
| 2.1.1 | Conducts Searches of Suspicious Persons | Use Metal and Explosive Det; Use Metal and Explosive Det Plus Pat Search. All Outer Garment Pat Search. | Will properly check each category of individual, demonstrate ability to recognize prohibited items usable for sabotage (ie, firearms, explosives, incendiary devices) and how to handle contraband. |
| 2.1.1.1 | Conducts Pat Down Search | Individual at Personnel Entry Point Requesting Entry. | Demonstrates following proper sequence: <ol style="list-style-type: none"> 1. Obtains individual's permission. 2. Security Officer and individual are same sex. (Search may be conducted by officer of opposite sex if individual being searched grants approval.) 3. Conducts search correctly. 4. Takes appropriate action if contraband is found. |

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Job Analysis

SHIFT ASSIGNMENT:

Personnel Search Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---------------------------------------|--|--|
| 2.1.1.2 | Conducts Metal Detector Searches | Individual at Personnel Entry Point Requesting Admission | Demonstrate proper procedure if detector alarms. |
| | 1. Walk Through Detector | Individual and Metal Detector | Demonstrate proper procedure in use. Follow proper procedure if detector alarms. |
| 2.1.1.3 | Conducts Explosive Detector Searches | Individual and Explosive Detector | Demonstrate: |
| | | condition. | 1. Use of detector operation and alarm conditions. 2. Proper procedure for vapor alarm, illegal exit |
| 2.1.1.4 | Observes/Patrols Designated Areas | A specific Physical Security Equipment Failure Daytime/Nighttime | Demonstrate correct procedures to compensate for (1) failure of intrusion detection systems (2) excessive wind or other spurious alarms and properly report observations to CAS/SAS. |
| 2.1.4 | Conducts Visitor Escort | Individual(s) Not Authorized Unescorted Entry | Demonstrate ability to maintain continual and effective observation over visitor, permit access to only authorized areas; detecting and reporting to CAS/SAS of unauthorized activity. |

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Job Analysis

SHIFT ASSIGNMENT:

Personnel Search Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|--|---|--|
| 2.3 | Conducts Physical Searches of Packages | Hand Carried Items | Demonstrate proper search procedures and ability to recognize prohibited items which could be used for sabotage (ie, firearms, explosives, incendiary devices). |
| 2.3.1 | Search Packages Using an X-ray Device | X-ray Device | Demonstrate ability to use X-ray device if available, to detect, control and report prohibited items which could be used for sabotage (ie, firearms, explosives, incendiary devices); report any event which appears to be a malfunction. |
| 4.9 | Ensure All Radio and Line Communications Systems Are Functioning | Two-Way Radio, Intra-Plant Telephone, Intra-Plant Paging Telephone, Emergency Telephone | Demonstrate ability to, in accordance with site procedures, conduct operational tests of communications systems. |
| 5.3 | Use of Radio Communications | Portable Radio and/or Repeater/Remote | Demonstrate ability to, in accordance with site procedures, conduct operational test of hand held radio transceiver, report improper test results, transmit radio message. |
| 7.1.2 | Direct/Search for Bomb | Plant Work Area/ Simulated Bomb Device | Demonstrate ability to (1) properly search area (2) locate unauthorized item (3) report findings and location (4) control access pending further instructions. |

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Job Analysis

SHIFT ASSIGNMENT:

Personnel Search Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|--|-----------------------------|--|
| 7.1.4 | Contingency - Increase Access Controls | Simulated Contingency Event | Demonstrate ability to maintain access controls required during a contingency. |
| 7.1.6 | Contingency - Visitor Access | Simulated Contingency Event | Demonstrate ability to properly control visitor access. |

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Job Analysis

SHIFT ASSIGNMENT:

Vehicle Search Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---------------------------------------|---|---|
| 2.2.1 | Conducts Physical Vehicle Searches | Vehicle at Protected Area Entry | Demonstrate knowledge of search requirements of all categories of vehicles (designated, emergency, exiting vehicles, etc) and proper search of a vehicle: (1) instructions to driver (2) vehicle cab area (3) cargo area (4) underhood/engine compartment (5) undercarriage, wheel wells, bumpers (6) use of mirrors. |
| 2.4 | Conducts Physical Cargo Searches | Vehicle Entry Point and Bills of Lading Describing Various Types of Cargo | Must demonstrate knowledge of search requirements for category of cargo involved and give examples of cargo for each Category: I, II, III, IV, V, IV. |

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Job Analysis

SHIFT ASSIGNMENT:

Vehicle Escort Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---|--|---|--|
| <i>All crucial tasks required by shift assignments of Personnel and Vehicle Search Officers</i> | | | |
| 2.2.2 | Escort Non-designated Vehicles | Non-designated Vehicle at Entry Point | Escort Officer must demonstrate continual and effective observation and control over both driver and vehicle, secure vehicle in accordance with site procedures if left unattended, prevent loading/unloading of unauthorized materials. |
| 5.1 | Demonstrate Qualification in Use of Handguns | Classroom, Suitable Weapons Range, Handgun and Necessary Ammunition | Must demonstrate with weapon ability to: (1) safely use (2) proper clearing (3) loading, unloading and storage (4) combat firing, day and night (5) rapid firing (6) close firing (7) stress firing and target recognition (8) achieve qualifying score firing established course. |

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Job Analysis

SHIFT ASSIGNMENT:

Vehicle Escort Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|--|---------------------------------------|---|--|
| <i>All crucial tasks required by the shift assignments of Personnel and Vehicle Search Officers</i> | | | |
| 5.5 | Demonstrate Required Physical Fitness | Doctor's Statement of Satisfactory Physical Condition | <p>Demonstrate ability to complete following physical agility course within 2 minutes 45 seconds while wearing a handgun (may be simulated) and weapons belt:</p> <ul style="list-style-type: none">• Run 100 yards to building, pick up rifle and load 1 magazine of ammunition (may be dummy rounds);• Run 50 yards and ascend stairway to lower shooting platform;• Perform tactical maneuver using handgun;• Descend stairway from lower shooting platform;• Run 50 yards to building, perform tactical maneuver using handgun or rifle;• Run 50 yards to course end. |

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Job Analysis

SHIFT ASSIGNMENT:

Patrol Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|--|--|--|---|
| <i>All crucial tasks required by the shift assignments of Personnel and Vehicle Search, Vehicle Escort Officers</i> | | | |
| 2.1.2 | Controls Personnel Portals (Vital Areas) | Vital Area Entry Portal | Demonstrate knowledge of personnel entry requirements, unescorted/ escorted to vital areas, badges, area designations, key card. |
| 3.2 | Survey Protected Area | Protected Area Daylight/ Nighttime; Required Keys, Radio | Demonstrate knowledge of frequency, method and purpose of patrols including (1) capability to demonstrate correct patrol activities (2) checking isolation zones, fencing, gates, alarm devices, perimeter lighting, personnel and vehicle identification, vehicle barrier system (3) reporting fire and unusual items/events (4) completing documentation. |
| 3.4 | Inspects Vital Areas | Vital Doors - Key Card | Demonstrate ability to locate all entrances to designated vital areas and proper use of key cards. |

Note: Security Officers will participate in at least one contingency drill per year and successfully pass an examination on contingency response procedures.

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Job Analysis

SHIFT ASSIGNMENT:

Patrol Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---|--|--|
| 3.5 | Patrols Special Designated Areas | A Specific Physical Security Equipment Failure Daylight/ Nighttime | Demonstrate correct procedures to compensate for (1) protected area barrier deterioration (2) loss of illumination. Properly completes required notification to CAS/SAS. |
| 4.2 | Ensure Perimeter Fencing Is In Proper Condition | Protected Area Perimeter Nighttime | Demonstrates ability to properly check, identify and document deficiencies. |
| 7.1.5 | Contingency Patrols | Designated Area, Simulated Contingency Event | Demonstrate ability to (1) proceed to area by most direct route (2) correctly patrol area (3) report suspicious activity to CAS/SAS. |
| 7.1.7 | Respond to Perimeter Intrusion Alarms | Perimeter Intrusion Alarm Simulated Security Situation | Demonstrate ability to proceed to designated sector within 5 minutes, properly reporting security situation to CAS/SAS. |
| 7.1.9 | Respond to Unidentified Person at or Within Perimeter | Simulated/Actual Unidentified Individual in or at Protected Area | Demonstrate ability to proceed to protected area; specific part of proper procedures for handling individual and reporting situation to CAS/SAS. |

Note: Security Officers will participate in at least one contingency drill per year and successfully pass an examination on contingency response procedures.

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Job Analysis

SHIFT ASSIGNMENT:

Patrol Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---|---|--|
| 7.1.10 | Response to Breach of Perimeter Barrier | Actual or Simulated Breach in Perimeter Barrier | Demonstrate ability to proceed to barrier location and proper reporting of situation to CAS/SAS. Maintaining surveillance. |
| 7.1.12 | Respond to Vital Area Alarms | Simulated Vital Area Alarm | Demonstrate knowledge of specific location, response, time restraints, reporting procedure to CAS/SAS. |
| 7.1.14 | Investigates/Reports Vital Area Alarms | Vital Area Alarm | Demonstrate ability to correctly enter area; investigate situation, awareness of radiation protection boundaries, reporting results to CAS/SAS and, if required, maintaining surveillance. |

Note: Security Officers will participate in at least one contingency drill per year and successfully pass an examination on contingency response procedures.

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Job Analysis

SHIFT ASSIGNMENT:

Patrol Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---|---|---|
| 7.1.15 | Investigates Report of Unidentified/Unauthorized Individual Entering Vital Area | Actual/Simulated Unidentified/Unauthorized Individual in Vital Area | Demonstrate ability to correctly enter area; proper handling of individual and reporting procedures to CAS/SAS. This includes positive surveillance of suspect until support personnel arrive, and, as appropriate, detain suspect within legal limits of Michigan Law. Authority of armed personnel to use weapons shall be limited to the extent and degree permissible under the laws of the State of Michigan. A search of this individual, if lawfully detained, should be conducted, using appropriate method (ie, hands-on). |
| 7.1.16 | Investigates Report of Vital Area Boundary Found Insecure or Breached | Simulated Vital Area Breach | Demonstrates ability to proceed to location within 5 minutes and proper reporting procedures to CAS/SAS. |
| 7.1.17 | Investigates Security Force Member Failure to Perform | Simulated Security Force Member Failure by Position or Location | Demonstrate ability to report to area; conduct an adequate investigation and report situation to CAS/SAS. |

Note: Security Officers will participate in at least one contingency drill per year and successfully pass an examination on contingency response procedures.

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Job Analysis

SHIFT ASSIGNMENT:

Patrol Officer

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|--|---|--|
| 7.1.18 | Investigates Discovery of Bomb or Sabotage Device | Simulated Bomb or Sabotage Device | Demonstrates ability to report to area; conduct an initial investigation, report situation to CAS/SAS; properly isolate area. |
| 7.1.19 | Investigate Fire, Explosion or Other Catastrophe | Simulated Fire, Explosion or Catastrophe | Demonstrate ability to respond to area of event, investigate for security aspects and accurately report to CAS/SAS. |
| 7.1.21 | Investigates Multiple Loss of Offsite Communications | Simulated Multiple Loss of Offsite Communications | Demonstrate ability to proceed to location of offsite communications equipment, identify obvious damage and to properly report to CAS/SAS. |
| 7.1.22 | Investigate Sabotage; Device Inoperable, Tampered/Deranged Equipment Restored, Intruder/Saboteur Captured or Escaped | Simulated Device/ Equipment or Intruder | Demonstrates ability to report to designated facility location, take correct actions to handle device or intruder, proper reporting of situation to CAS/SAS. |
| 7.1.23 | Security Alert Patrol | Simulated Security Alert | Demonstrate ability to correctly patrol protected and vital areas as directed and control access when directed. |

Note: Security Officers will participate in at least one contingency drill per year and successfully pass an examination on contingency response procedures.

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Job Analysis

SHIFT ASSIGNMENT:

Response Force Member

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|--|---|--|---|
| <i>All crucial tasks required by shift assignments of Personnel and Vehicle Search, Vehicle Escort and Patrol Officers:</i> | | | |
| 5.2 | Demonstrate Qualification in Use of rifle | Classroom, rifle, ammunition, Suitable Range | Must demonstrate, with appropriate weapon, ability to (1) use safely (2) properly clear (3) load, unload, correctly store (4) combat fire, day/night (5) rapid fire as appropriate, (6) close firing, (7) stress firing, target recognition, and (8) achieve qualifying score on established firing course. |
| 7.1.11 | Respond to Confirmed Protected Area Intrusion | Simulated Protected Area Intrusion | Demonstrate ability to (1) obtain contingency equipment and take security emergency station (2) demonstrate ability to systematically and effectively search area for an intruder (3) demonstrate ability to deploy as directed and (4) demonstrate ability to follow order, as directed. |
| 7.1.20 | Internal Disturbance, Respond to Terminate or Other Actions, As Directed. | Simulated Internal Disturbance | Demonstrate ability to obtain contingency equipment and take appropriate action as directed to terminate appropriate action as directed to terminate condition. |

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Job Analysis

SHIFT ASSIGNMENT:

ID Station Supervisor

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---|--|---|--|
| <i>All crucial tasks required by the shift assignments of Personnel and Vehicle Search, Vehicle Escort, Patrol Officers and Response Force Member</i> | | | |
| 2.1.3 | Controls Personnel Portals (Protected Area) | ID Station Facilities | Demonstrate ability to (1) Monitor and control access portal (2) recover keys. |
| 2.2 | Control Vehicle Access | ID Station Facilities and Vehicle Gate Keys keys. | Demonstrate ability to control vehicle gates (1) using CCTV (2) electronic releases (3) correct issuance of |
| 3.6 | Surveys CCTV Monitored Areas | ID Station Facilities | Demonstrate ability to correctly use CCTV to survey responsible areas. |
| 4.1 | Ensure CCTV Is Functioning Properly | ID Station Facilities | Demonstrate ability to correctly test CCTV equipment (1) switching unit (2) monitor (3) windshield wipers (4) maintaining proper records (5) test frequency (6) recording malfunctions. |
| 6.1 | Monitors Alarm Displays and Sensors | ID Station Facilities | Demonstrate ability to properly monitor explosive and metal detection equipment. |
| 7.1.3 | Contingency - Personnel and Vehicle Access | Simulated Contingency Event | Demonstrate ability to maintain access controls required during a contingency. |

Note: Security Officers will participate in at least one contingency drill per year and successfully pass an examination on contingency response procedures.

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Job Analysis

SHIFT ASSIGNMENT:

CAS and SAS Supervisors

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---|--|-------------------------------------|---|
| <i>Successfully complete all classroom training related to use of equipment and tactical considerations and demonstrate:</i> | | | |
| 1.1.1.2 | Coordinates and Directs All Threat-Event Responses | Simulated Threat-Event Situation | Demonstrate ability to locate and use the proper contingency response checklist. |
| 1.1.1.3 | Makes Command Decisions and Threat Responses | Simulate Threat-Event Situation | Demonstrate ability to promptly determine the authority for making command decisions during any specific emergency situation. |
| 3.1 | Surveys Owner-Controlled Area | CCTV-CAS/SAS Console | Demonstrate the ability to use available equipment to survey the isolation zones in the owner-controlled area. |
| 3.3 | Utilizes CCTV to Survey Protected Area | CAS/SAS Console CCTV Units | Demonstrate the ability to use available equipment to survey the isolation zones in the protected area. |
| 4.6 | Ensure Perimeter Alarms Are Functioning and Tested As Required | CAS/SAS Console | Demonstrate ability to perform tests in accordance with site procedures. |
| 4.7 | Ensure Access Alarms Are Functioning Properly | CAS/SAS Console area. | Demonstrate proper techniques for knowledge of required frequency for testing intrusion alarms for vital |

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Job Analysis

SHIFT ASSIGNMENT:

CAS and SAS Supervisors

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---|-------------------------------------|---|
| 4.8 | Ensure Alternate Power Source for Security | CAS/SAS Consoles | Demonstrate proper techniques for testing alarm system's DC batteries. Equipment Is Functioning |
| 5.4 | Use of Offsite Communications | Public Telephones-Two Way Radio | Demonstrate location of list of LLEA's telephone number and radio call signs and ability to contact them. |
| 7.1.1 | Directs Security Force Contingency Event Response | CAS/SAS Consoles Checklist | Demonstrate ability to locate and follow appropriate contingency checklist. |
| 7.1.8 | Direct Response to Perimeter Intrusion Alarms | Simulated Perimeter Intrusion Alarm | Demonstrate ability to correctly (1) use alarm panels (2) log alarms (3) dispatch security force member to include compensatory measures for malfunctioning CCTV. |
| 7.1.13 | Direct Response to Vital Area Alarms | Simulated Vital Area Alarm | Demonstrate ability to correctly (1) use alarm panels (2) log alarms and (3) dispatch security force member. |

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Job Analysis

SHIFT ASSIGNMENT:

Response Force Leader

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|--|--|---|---|
| <i>All crucial tasks required by the shift assignments of Personnel and Vehicle Search, Vehicle Escort and Patrol Officers, ID Station Supervisor, Response Force Member and CAS/SAS Supervisor</i> | | | |
| 1.1.1.1 | Deploys and Coordinates Response Force | Response Force Member Plus Simulated Contingency Situations | Demonstrate ability to properly control the response force and to deploy the force in the most effective manner under given contingency situations (maximum use of cover, greatest fire power, protection of resource). |
| 4.10 | Ensure Contingency Equipment and Weapons Are Available and Operational | Contingency Equipment and Weapons | Demonstrate ability to (1) locate contingency equipment and weapons (2) ensure ready availability and (3) proper quantity and operational condition. |

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Job Analysis

SHIFT ASSIGNMENT:

Security Shift Leader

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---|---|--|--|
| <i>All crucial tasks required by the shift assignments of Personnel and Vehicle Search, Vehicle Escort and Patrol Officers, Response Force Members and Leaders, ID Station Supervisor, CAS/SAS Supervisors.</i> | | | |
| 1.1.1 | Conducts Command and Control | During Normal and Contingency Security Conditions | Demonstrate ability to identify chain of authority under all operations. Designates successor in event of nonavailability. |
| 1.1.1.6 | Supervises Contingency Response Orientation Drill and Testing | Simulated Operational Situation - Security Force Member | Demonstrate ability to provide on-the-job training to SFM and evaluate demonstrated proficiency. |
| 4.3 | Ensure Metal Detectors Are Properly Tested | Site-Approved Testing Device | Demonstrates proper site procedures for operational tests. |
| 4.4 | Ensure X-ray Machine Is Properly Tested | Using Site-Approved Testing Procedure | Demonstrate proper site procedures for operational tests. |
| 4.5 | Ensure Explosive Detector is Properly Tested | Using Site-Approved Testing Procedures | Demonstrate proper site procedures for operational tests. |
| 7.1 | Directs Contingency Event Response | Simulated Contingency Event - No Security Manager Onsite | Demonstrate ability to locate and follow appropriate contingency event checklist. |

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Job Analysis

SHIFT ASSIGNMENT:

Security Shift Leader

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---------------|---------------------------------------|--|---|
| 8.1 | Records Functional Tests | Daily Activities Log - Security Equipment Test List | Must demonstrate ability to record functional test. |
| 8.2 | Records Equipment Outages | See 8.1 | Must demonstrate ability to identify types of malfunctions and when and how to report. |

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Job Analysis

SHIFT ASSIGNMENT:

Security Force Leader

| Number | Duties and Tasks (Actions) | Conditions | Standards (Measurable and Observable) |
|---|--|---|---|
| <i>Must be familiar with all tasks required by each shift assignment on the security force however, demonstrated proficiency is not required.</i> | | | |
| 1.1 Management | Conducts Security Personnel Supervision | Normal and Contingency Operations operational requirements. | Demonstrate ability, under specified conditions, to determine security force personnel are fulfilling and |
| 1.1.1.4 | Monitors Conduct of Training | Security Contract, Security and Contingency Plans | Demonstrate ability to develop appropriate training criteria to ensure contractual and security requirements are fulfilled. |
| 1.1.1.5 | Ensures Security Personnel Meet Suitability Criteria at Time of Hire | Suitability, Training and Qualification Plan | Demonstrate complete knowledge of suitability criteria and provide proper documentation for each security force member. |

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Individual Responsibility Matrix

| | Per Sch Off | Veh Sch Off | Veh Esc Off | Ptl Off | Res For Mbr | ID Stat Supv | Res For Ldr | CAS/ SAS | Sec Sft Ldr | Sec For Ldr |
|---|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 1.0 Security Personnel Supervision and Management | | | | | | | | | | |
| 1.1 Conducts Security Personnel Supervision and Management | | | | | | | | | | X |
| 1.1.1 Conducts Command and Control | | | | | | | | | X | |
| 1.1.1.1 Deploys and Coordinates Response Force | | | | | | | X | * | * | |
| 1.1.1.2 Coordinates and Directs All Threat-Event Responses | | | | | | | | X | * | |
| 1.1.1.3 Makes Command Decisions and Threat Responses | | | | | | | | X | * | |
| 1.1.1.4 Monitors Conduct of Training | | | | | | | | | | X |
| 1.1.1.5 Ensures Security Personnel Meet Suitability Criteria at Time of Hire | | | | | | | | | | X |
| 1.1.1.6 Supervises Contingency Response Orientation Drill and Testing | | | | | | | | | X | |
| 2.0 Access Control | | | | | | | | | | |
| 2.1 Control Personnel Access | X | | | | | | | | | |

* Tasks required for shift assignment in the event of security related emergency conditions as outlined in paragraph 1.4.3 of the Security Plan.

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|--|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 2.1.1 Conducts Searches of Suspicious Persons | X | | | | | | | | | |
| 2.1.1.1 Conducts Pat-Down Search | X | | | | | | | | | |
| 2.1.1.2 Conducts Metal Detector Searches | X | | | | | | | | | |
| 2.1.1.3 Conducts Explosive Detector Searches | X | | | | | | | | | |
| 2.1.1.4 Observes/Patrols Designated Areas | X | | | | | | | | | |
| 2.1.2 Controls Personnel Portals (Vital Areas) | | | | X | | | | | | |
| 2.1.3 Controls Personnel Portals (Protected Areas) | | | | | | X | | | | |
| 2.1.4 Conducts Visitor Escort | X | * | * | * | * | * | * | * | * | |
| 2.2 Control Vehicle Access | | | | | | X | | | | |
| 2.2.1 Conducts Physical Vehicle Searches | | X | | | | | | | | |
| 2.2.2 Escort Non-designated Vehicles | | | X | | | | | | | |

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|---|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 2.3 Conducts Physical Searches of Packages | X | | | | | | | | | |
| 2.3.1 Searches Packages Using an X-ray Device | X | | | | | | | | | |
| 2.4 Conducts Physical Cargo Searches | | X | | | | | | | | |
| 3.0 Surveillance | | | | | | | | | | |
| 3.1 Surveys Owner Controlled Area | | | | | | | | X | | |
| 3.2 Survey Protected Area | | | | X | | | | | | |
| 3.3 Utilizes CCTV to Survey Protected Area | | | | | | | | X | | |
| 3.4 Inspects Vital Areas | | | | X | | | | | | |
| 3.5 Patrols Special Designated Area | | | | X | | | | | | |
| 3.6 Surveys CCTV Monitored Area | | | | | | X | | * | | |
| 4.0 Security Equipment | | | | | | | | | | |

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|---|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 4.1 Ensure CCTV Is Functioning Property | | | | | | X | | * | * | |
| 4.2 Ensure Perimeter Fencing Is In Proper Condition | | | | X | | | | * | * | |
| 4.3 Ensure Metal Detectors Are Properly Tested | | | | | | | | | X | |
| 4.4 Ensure X-ray Machine is Properly Tested | | | | | | | | | X | |
| 4.5 Ensure Explosive Detector is Properly Tested | | | | | | | | | X | |
| 4.6 Ensure Perimeter Alarms Are Functioning/Tested as Required | | | | | | | | X | | |
| 4.7 Ensure Access Alarms Are Functioning Properly | | | | | | | | X | | |
| 4.8 Ensure Alternate Power Source for Security Equipment is Functioning | | | | | | | | X | | |
| 4.9 Ensure All Radio and Line Communications Systems are Functioning | X | * | * | * | * | * | * | * | * | |
| 4.10 Ensure Contingency Equipment and Weapons Are Available and Operational | | | | | | | X | | * | |
| 5.0 Security Weapons, Communications and Physical Fitness | | | | | | | | | | |

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|---|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 5.1 Demonstrate Qualification in Use of Handguns | | | X | * | * | | * | | | |
| 5.2 Demonstrate Qualification in Use of rifle | | | | | X | | * | | | |
| 5.3 Use of Radio Communications | X | * | * | * | * | * | * | * | * | |
| 5.4 Use of Offsite Communications | | | | | | | | X | | |
| 5.5 Demonstrate Required Physical Fitness | | | X | * | * | | * | | | |
| 6.0 Monitors Alarms | | | | | | | | | | |
| 6.1 Monitors Alarm Displays and Sensors | | | | | | X | | | | |
| 7.0 Detection and Assessment | | | | | | | | | | |
| 7.1 Directs Contingency Event Response | | | | | | | | | X | |
| 7.1.1 Directs Security Force Contingency Event Response | | | | | | | | X | | |
| 7.1.2 Direct/Search for Bomb | X | * | * | * | * | * | * | * | * | |

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|---|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 7.1.3 Contingency - Personnel and Vehicle Access | | | | | | X | | * | | |
| 7.1.4 Contingency - Increase Access Controls | X | | | | | | | | | |
| 7.1.5 Contingency Patrols | | | | X | | | | | | |
| 7.1.6 Contingency - Visitor Access | X | | | | | | | | | |
| 7.1.7 Respond to Perimeter Intrusion Alarms | | | | X | | | | | | |
| 7.1.8 Direct Response to Perimeter Intrusion Alarms | | | | | | | | X | | |
| 7.1.9 Respond to Unidentified Person at or Within Perimeter | | | | X | * | | * | | | |
| 7.1.10 Respond to Breach of Perimeter Barrier | | | | X | * | | * | | | |
| 7.1.11 Respond to Confirmed Protected Area Intrusion | | | | | X | | * | | | |
| 7.1.12 Respond to Vital Area Alarms | | | | X | | | | | | |
| 7.1.13 Direct Response to Vital Area Alarms | | | | | | | | X | | |

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|---|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 7.1.14 Investigates/Reports Vital Area Alarms | | | | X | | | | | | |
| 7.1.15 Investigates Report of Unidentified/Unauthorized Individual Entering Vital Area | | | | X | | | | | | |
| 7.1.16 Investigates Report of Vital Area Boundary Found Insecure or Breached | | | | X | | | | | | |
| 7.1.17 Investigates Security Force Member Failure to Perform | | | | X | | | | | | |
| 7.1.18 Investigates Discovery of Bomb or Sabotage | | | | X | * | | * | | | |
| 7.1.19 Investigates Fire, Explosion or Other Catastrophe | | | | X | * | | * | | | |
| 7.1.20 Internal Disturbance, Respond to Terminate or Other Actions as Directed | | | | | X | | * | | | |
| 7.1.21 Investigates Multiple Loss of Off-Site Communications | | | | X | | | | | | |
| 7.1.22 Investigate Sabotage: Device Inoperable, Tampered/Deranged Equipment Restored, Intruder/Saboteur Captured or Escaped | | | | X | * | | * | | | |
| 7.1.23 Security Alert Patrol | | | | X | * | | * | | | |
| 8.0 Documentation and Reporting | | | | | | | | | | |

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|------------------------------------|-------------------|-------------------|-------------------|------------|-------------------|--------------------|-------------------|-------------|-------------------|-------------------|
| 8.1 Records Functional Tests | | | | | | | | | X | |
| 8.2 Records Equipment Outages | | | | | | | | | X | |
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