

February 8, 1991

Docket Nos. 50-325  
50-324

LICENSEE: Carolina Power & Light Company  
FACILITY: Brunswick Steam Electric Plant, Units 1 and 2  
SUBJECT: MEETING WITH LICENSEE ON QUALIFICATIONS OF A PROSPECTIVE  
MANAGER OF OPERATIONS

The staff met with Carolina Power & Light Company (CP&L) on January 16, 1991, to discuss the qualifications of a prospective candidate for the position of Manager of Operations.

The Manager of Operations position has been vacant since early September 1990. Currently, each unit is operating under the supervision of a Unit Operations Manager qualified under the American National Standards Institute, Inc. (ANSI) Standard N18.1-1971. The ANSI Standard N18.1 qualification includes a SRO license. The prospective candidate does not currently hold, nor has he ever held, a SRO license, and, therefore, does not meet ANSI Standard N18.1 and Plant Technical Specifications section 6.3 for facility staff qualification requirements. The licensee requested that the prospective candidate be allowed to temporarily assume the Manager of Operations position for a period of two years, allowing the licensee time to develop or recruit an ANSI-qualified candidate for the position.

At this meeting, the staff stated that the time requested for this temporary position is too long, and advised the licensee to either reduce the time or fill the vacancy with an ANSI-qualified candidate.

A list of attendees is included as Enclosure 1. Enclosure 2 is a copy of the licensee's handout that was used during the meeting.

Original Signed By:

Ngoc Le, Project Manager  
Project Directorate II-1  
Division of Reactor Projects - I/II  
Office of Nuclear Reactor Regulation

Enclosures:  
As stated:

cc w/enclosures:  
See next page

OFC	:PM:PD21:DRPE	:D:PD21:DRPE	:	:	:
NAME	:NLe:dt	:EAdensam	:	:	:
DATE	:1/8/91	:2/8/91	:	:	:

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Carolina Power & Light Company

Brunswick Steam Electric Plant  
Units 1 and 2

cc:

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cc: Licensee & Service List

NRC/CP&L MEETING

1/16/91

<u>Names</u>	<u>Organization</u>
Tommy Le	NRR Project Manager
Kim Barrett	SERCH licensing/BECHTEL
Frederick R. Allenspach	NRR/LPEB
Jake Wechselberger	OEDO
Jack Roe	NRR/DLPQ
Greg Galletti	NRR
S. Varga	NRR
John Moyer	CP&L
Jack Spencer	CP&L
Steve Floyd	CP&L
E. G. Adensam	NRR/PDII-1
R. B. Starkey, Jr.	CP&L

January 15, 1991  
Rev. 0BNP PERSPECTIVE REGARDING MANAGER - OPERATIONS POSITION

The Manager - Operations position is a Senior Manager at the plant who is responsible for managing operations, operations staff support, fire protection, and radwaste operations (site organization chart attached). The direct supervision of daily operations activities is the responsibility of his direct reports, the Operations Managers for Unit 1 and for Unit 2; these managers hold active NRC SRO licenses and meet or exceed the minimum qualifications of ANSI N18.1-1971 as aligned with the Operations Manager position. (A technical specifications submittal has been assembled, but has not yet been submitted, that addresses the Operations Managers - Unit 1 and Unit 2 by title; these day work positions will be the most senior licensed site managers.)

Our proposal is that the Manager - Operations is not required to hold an active SRO license but, because of positional requirements should, meet or exceed the minimal qualifications of ANSI N18.1-1971 as aligned with the Plant Manager position. In accordance with this role, the Manager - Operations is either currently or previously NRC SRO licensed, or is SRO simulator certified, and delegates direct accountability for the operating control of the plant to the Operations Managers - Unit 1 and Unit 2.

In the absence of the Plant General Manager, the Manager - Operations or the Technical Assistant to the Plant General Manager may be designated as the alternate Plant General Manager. This further clarifies the similarity between the requirements for the Plant General Manager and the Manager - Operations positions as related to ANSI N18.1. We view this extra level of management as not specifically described in the ANSI standards. (In regard to the Technical Assistant to the Plant General Manager, this position is viewed as developmental and after sufficient training and experience, provides an additional qualified alternate to the Plant General Manager or Manager - Operations positions. In order to qualify as an alternate to the Plant General Manager or the Manager - Operations, the Technical Assistant to the Plant General Manager must hold or have held an NRC SRO license or be simulator certified at the SRO level.

Control of Operations occurs through daily discussions normally involving the Plant General Manager, Technical Assistant to the Plant General Manager, Shift Foremen, Manager - Operations, and the Operations Managers - Unit 1 and Unit 2. Subsequent to these discussions, instructions are translated into direction by the Operations Managers - Unit 1 and Unit 2 and are provided to the Shift Foremen. These instructions are implemented by the Shift Foremen by using approved operating procedures.

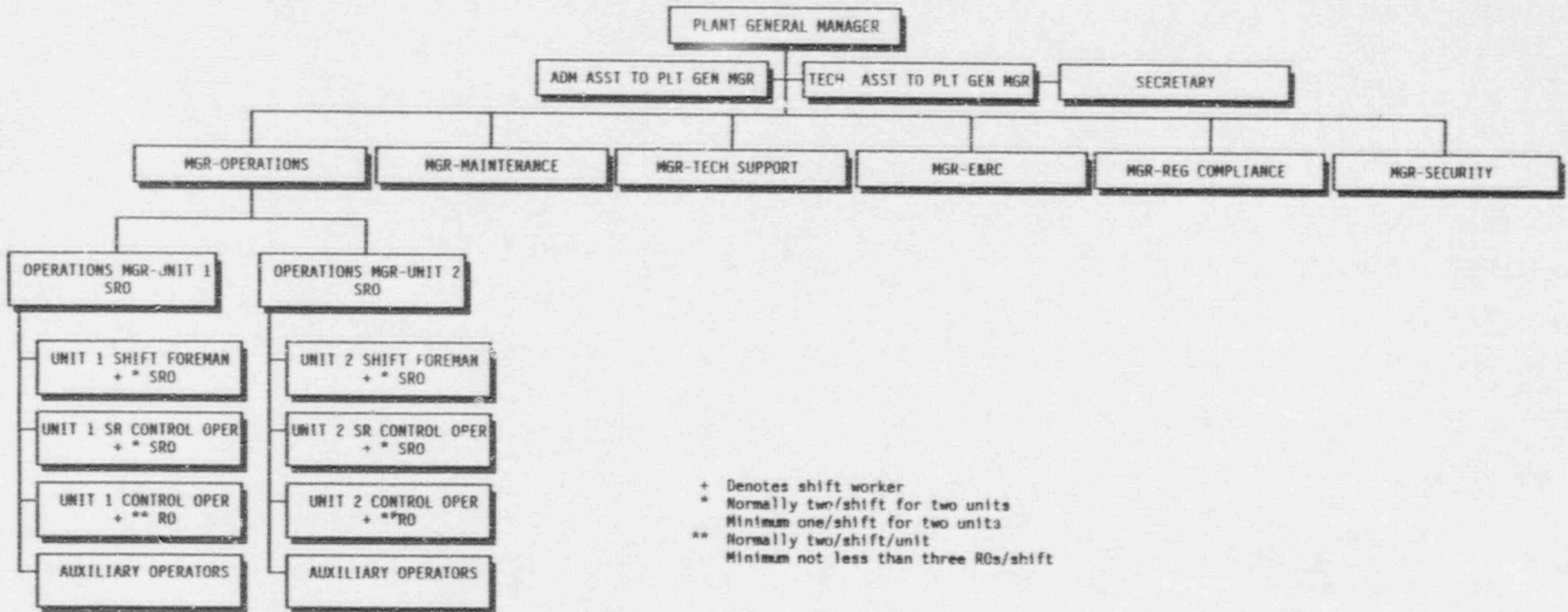
The Shift Foreman's job description clearly indicates that he is SRO licensed manager on shift and reports to the Operations Managers - Unit 1 and Unit 2. Further, the Shift Foreman supervises nuclear control room senior reactor operators (SRO), control room operators (CO), and the auxiliary operators in controlling plant operations. Deviations from established procedures require approval by the Shift Foreman who in turn reports such deviations to the respective Operations Managers' for Unit 1 or Unit 2.

Our recent reorganization of the Operations unit transferred the technical on-shift SRO license responsibilities to the Shift Foreman from the Shift Operating Supervisor (SOS) position. In addition, many of the administrative duties of the Shift Operating Supervisor have been shifted to the Operations Managers - Unit 1 and Unit 2. Subsequently, the Shift Operating Supervisor position was deleted. It is also noteworthy that the Senior Control Operator Nuclear position provides the second required SRO on shift.

In conclusion, we believe that the separate operations managers for Unit 1 and Unit 2 provides increased management attention on plant unit operations issues above the single position currently required by ANSI N18.1-1971. Further, we expect that the additional position, Manager - Operations, will significantly enhance our managerial attention to both plant administrative and operating issues.

Our increased focus of management attention in this area should assist us in our quest for constant improvement and achieving a world class operation.

PROPOSED ORGANIZATION



- + Denotes shift worker
- \* Normally two/shift for two units  
Minimum one/shift for two units
- \*\* Normally two/shift/unit  
Minimum not less than three ROs/shift