

[REDACTED]

ATTACHMENTS I & II

Consumers Power Company  
Palisades Plant  
Docket 50-255

Revision No 2  
Palisades Plant  
Suitability Training and Qualification Plan

June 11, 1984

14 pages

[REDACTED]

ic0684-0412b142

[REDACTED]  
9101170155 900907  
PDR FOIA  
FIELD90-354 PDR

83/1

Palisades Plant Suitability Training and Qualification Plan, Revision No 2,  
Outline.

The following justifications for revisions pertain to both the Big Rock Point Plant and Palisades Plant. Revised pages are identified as Revision No 2 and actual word changes are identified by vertical lines in the right-hand margin.

| Page | Section | Justification                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|------|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2-1  | 2.1.2   | <p>This section was revised due to logistical problems, such as weather, facility and equipment availability and failure of security personnel to perform satisfactorily on the first attempt. These factors make it difficult to train and certify in a specific order.</p> <p>Our intent, however, remains as originally developed; that is, to have personnel trained and certified in their respective shift assignment and all shift assignments below it, requiring a lesser degree of knowledge and skill as described in Section 2.2.4.</p> |
| 2-2  | 2.2.3   | <p>This change is being made to help clarify the responsibility of "Plant or Security Supervisors" to require "retraining (of individuals) in the event the demonstration (of crucial tasks) is unsatisfactory."</p>                                                                                                                                                                                                                                                                                                                                |
| 2-2  | 2.2.4   | <p>Initialing the Individual Qualification Record (IQR) is as effective as signing, but much less time-consuming.</p> <p>The reference to 2.1.2 and example has been eliminated as this information has already been stated in 2.1.2 as a requirement.</p>                                                                                                                                                                                                                                                                                          |
| 2-3  | 2.3     | <p>The Security Training Coordinator (STC) was substituted for the Security Force Leader as the STC is most knowledgeable of the training requirements and of the individual's abilities to fulfill the job requirements.</p> <p>An evaluation of the importance of the Property Protection Supervisor's signature on the IQR was conducted and found not to be needed. To assure accuracy of the IQR, the Corporate Property Protection Department will audit these records on a periodic basis.</p>                                               |

## 2 - TRAINING AND QUALIFICATIONS

### 2.1 TRAINING REQUIREMENTS

The objectives of this training program are to produce security personnel that are fully qualified and capable of performing the crucial tasks associated with their assigned security duties and to insure they maintain proficiency by detecting any deficiencies in performance. The manner in which each individual is 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. 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. In order 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 checklist 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 again testing of the required performance objective or a decision is made to permanently disqualify the individual.

- 2.1.2 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 qualify personnel in their respective shift assignments as well as all shift assignments below it which require a lesser degree of knowledge and skill, as identified in Figure 1.

## 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 task, the responsibilities of the contract security personnel were established. The established responsibilities, by job position, are outlined in the Individual Responsibility Matrix, Appendix II. These tasks were used in conducting the job analysis as outlined in Section 2.2.2.

### 2.2.2 Job Analysis

Utilizing the Individual Responsibility Matrix, a specific job analysis was accomplished for each shift assignment indicated. The purpose of the analysis 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 (Appendix I).

### 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 Work 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 Work Sheet.

### 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 evaluations. 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 (NRC).





### 2.2.5 Test Materials

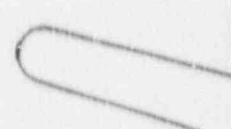
All test and evaluation materials utilized to demonstrate adequate performance of required tasks will be retained on the plant site for a minimum of 2 years for inspection by an authorized representative of the NRC.

### 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 Coordinator or his 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 Corporate Property Protection Department.

### 2.4 REQUALIFICATION

All personnel assigned to security-related duties shall, once annually (plus or minus 30 days), successfully demonstrate the capability to perform all tasks outlined in the applicable Job Analysis Work Sheet(s). The results of the requalifications will be documented and attested to as outlined in Paragraphs 2.2.4 and 2.3 above.



#### 4 - 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 Paragraphs 2.2.4 and 2.3 above.

##### 4.1 HANDGUN

To qualify in the use of handguns, the individual's performance must meet the following criteria:

| <u>Range</u> | <u>Number of Rounds</u>     | <u>Time (Position)</u>                                                                                      |
|--------------|-----------------------------|-------------------------------------------------------------------------------------------------------------|
| 7 Yards      | 12 (DA)                     | 30 Seconds (Crouch)                                                                                         |
| 25 Yards     | 18 (DA)<br>(6 Per Position) | 90 Seconds (Kneeling)<br>(Standing Weak-Hand Barricade)<br>(Standing Strong-Hand Barricade)                 |
| 25 Yards     | 24 (SA)<br>(6 per Position) | 2 Min 45 Seconds (Sitting)<br>(Prone)<br>(Standing Weak-Hand Barricade)<br>(Standing Strong-Hand Barricade) |
| 25 Yards     | 6 (DA)                      | 12 Seconds (Standing Point Shoulder)                                                                        |

To successfully complete the instructional course, the individual must be able to score a minimum of 70 percent.

##### B-27 Silhouette Target

|                                   |   |            |
|-----------------------------------|---|------------|
| All Hits Within X, 10, 9, 8 Rings | - | 5 Points   |
| All Hits Within 7 Ring            | - | 4 Points   |
| Other Hits on Silhouette          | - | 3 Points   |
| Qualifying Score                  | - | 210 Points |
| Total Possible Score              | - | 300 Points |

(DA) - Double Action  
(SA) - Single Action

[REDACTED]

COMPANY TRAINING PROGRAM

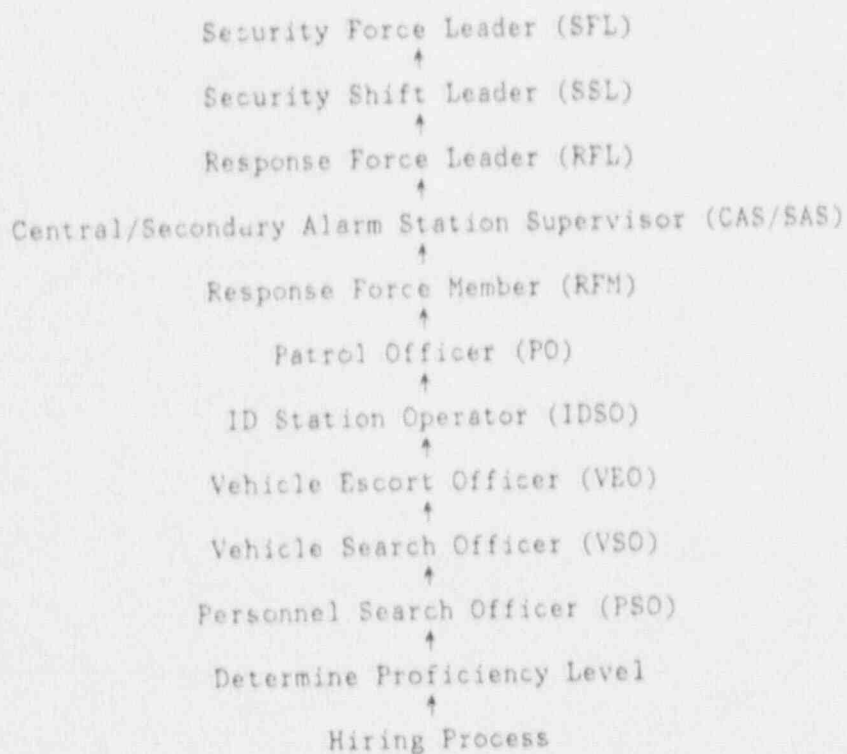


FIGURE 1

## JOB ANALYSIS SHEET

SHIFT ASSIGNMENT

VEHICLE ESCORT OFFICER

PAGE 2 OF 2  
DATE 06/11/84  
REVISION 2

| NUMBER  | DUTIES AND TASKS<br>(ACTIONS)            | CONDITIONS                                                 | STANDARDS<br>(MEASURABLE AND OBSERVABLE)                                                                                                                                                                                                                                                       |
|---------|------------------------------------------|------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.5.4.1 | Demonstrate Required<br>Physical Fitness | Doctor's statement of satis-<br>factory physical condition | Demonstrate ability while wearing a hand-<br>gun (may be simulated) and leather gear,<br>will:<br><br>Run 40 yards<br>Pick up:<br>Riot helmet<br>Shotgun (may be simulated)<br>Ammunition (may be dummy rounds)<br>Run 100 yards<br>Crawl 10 yards<br>Run 100 yards<br><br>within 4.5 minutes. |



JOB ANALYSIS SHEET

PAGE 2 OF 2  
 DATE 06/11/84  
 REVISION 2

SHIFT ASSIGNMENT

ID STATION OPERATOR

| NUMBER                                                                                                                                                              | DUTIES AND TASKS<br>(ACTION)               | CONDITIONS                                              | STANDARDS<br>(MEASURABLE AND OBSERVABLE)                                         |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|---------------------------------------------------------|----------------------------------------------------------------------------------|
| 2.6.1                                                                                                                                                               | Monitors Alarm Displays and Sensors        | ID Station Facilities                                   | Demonstrate ability to properly monitor explosive and metal detection equipment. |
| 3.1.6                                                                                                                                                               | Bomb Threat - Personnel and Vehicle Access | ID Station Facilities, Disembodied Notification of Bomb | Demonstrate ability to maintain access controls required during attack threat.   |
| 4.2.3.                                                                                                                                                              | Attack Threat - Increase Access Controls   | ID Station Facilities - Notification of Attack Threat   | Demonstrate ability to maintain access controls required during attack threat.   |
| 4.2.3.3                                                                                                                                                             | Attack Threat - No Visitors                | ID Station Facilities - Notification of Attack Threat   | Demonstrate ability to stop visitor access.                                      |
| <p>NOTE: Security officers will participate in at least one contingency drill per year and successfully pass an examination on contingency response procedures.</p> |                                            |                                                         |                                                                                  |

# JOB ANALYSIS SHEET

PAGE NO. 1 OF 2

DATE 06/11/84

REVISION 1

## SHIFT ASSIGNMENT

## RESPONSE FORCE MEMBER

| NUMBER                                                                     | DUTIES AND TASKS<br>(ACTIONS)                                       | CONDITIONS                                                                                              | STANDARDS<br>(MEASURABLE AND OBSERVABLE)                                                                                                                                                                                                                                                                        |
|----------------------------------------------------------------------------|---------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| ALL CRUCIAL TASKS REQUIRED BY THE SHIFT OFFICERS, ALSO ID STATION OPERATOR |                                                                     | ASSIGNMENTS OF PERSONNEL AND                                                                            | VEHICLE SEARCH, VEHICLE ESCORT AND PATROL                                                                                                                                                                                                                                                                       |
| 3.5.2                                                                      | Demonstrates Qualification in Use of Shotgun                        | Classroom, 12-Gauge Riot Shotgun, 00-Gauge Shotgun<br>Chells, 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. |
| 5.1.2                                                                      | Responds to Confirmed Protected Area Intrusion - Security Emergency | Simulated Security Emergency                                                                            | Demonstrate ability to obtain contingency equipment and take security emergency station.                                                                                                                                                                                                                        |
| 5.1.3                                                                      | Responds to Confirmed Protected Area Intrusion Investigate/Search   | Simulated Intrusion in Specified Area                                                                   | Demonstrate ability to systematically and effectively search area for an intruder.                                                                                                                                                                                                                              |
| 5.1.5                                                                      | Responds to Confirmed Intrusion Protected Area                      | Simulated - Sabotage Is Imminent, Vital Area Penetrated<br>Simulated - Intruders Interdicted or Escaped | Demonstrate ability to deploy as directed.<br><br>Demonstrate ability to follow orders as directed.                                                                                                                                                                                                             |