

ENCLOSURE

U.S. NUCLEAR REGULATORY COMMISSION  
REGION IV

Inspection Report: 50-416/96-09

License: NPF-29

Licensee: Entergy Operations, Inc.  
P.O. Box 756  
Port Gibson, Mississippi

Facility Name: Grand Gulf Nuclear Station

Inspection At: Grand Gulf, Mississippi

Inspection Conducted: April 6-8, 1996

Inspector: Thomas W. Dexter, Senior Physical Security Specialist  
Plant Support Branch

Approved:

Blaine Murray  
Blaine Murray, Chief, Plant Support Branch  
Division of Reactor Safety

4/22/96  
Date

Inspection Summary

Areas Inspected: A special announced inspection was conducted to determine the adequacy of the licensee's strike contingency plans and included the following: (1) implementation of the safeguards contingency plan, (2) availability and operability of equipment required by the plans, and (3) the minimum onsite staffing of the security force to implement the site emergency plan.

Results:

Plant Support

- A comprehensive strike contingency plan was developed and the licensee and contract security personnel were prepared to implement the plan prior to the strike occurring. However, during the review and discussion with the licensee's security staff, the inspector determined that the plan had not been reviewed by the licensee's safety review committee (Section 1.1).
- The contractor had sufficient security supervisors in place at the site to replace personnel that went on strike. When striking personnel departed the protected area there was no degradation of plant security. Minimum security posting requirements were met (Section 1.2).

- The security contractor had established a plan to ensure that an adequate number of qualified replacement personnel were available (Section 1.3).

Attachment:

- Attachment: Persons Contacted and Exit Meeting

## DETAILS

### 1 LICENSEE STRIKE CONTINGENCY PLANS (92709)

On March 27, 1996, the NRC received notification of a possible strike by the contract security force at the Grand Gulf Nuclear Facility. The union contract was due to expire at midnight April 6, 1996. The licensee and the security force contractor, The Wackenhut Corporation, were well prepared for the strike by the security force. Several members of the security force did go on strike at midnight April 6, 1996.

This inspection assessed the licensee's strike contingency plans and the implementation of those plans.

#### 1.1 Licensee Strike Contingency Plans

On April 6, 1996, prior to the strike, the inspector determined, by review of the strike contingency plan prepared by the security force contractor and discussions with the licensee's security superintendent, security supervisors, and security force contractor senior management, that a comprehensive plan was developed and that licensee and contract security personnel were prepared to implement the plan prior to the strike occurring. The licensee also contacted the local law enforcement agencies and advised them of the impending strike by the security force.

However, during the review and discussion with the licensee's security staff, the inspector determined that the plan had not been reviewed by the licensee's safety review committee. A licensee's security staff supervisor did go the control room and verbally brief the on-duty operations shift supervisor on the action the security force would take in case of a contingency event or a plant emergency which included vital area access in the event of a computer failure or power loss. The licensee made no changes to the approved security contingency plan or site emergency plan procedures that would affect plant safety.

#### 1.2 Implementation of the Strike Contingency Plan

The security force was comprised of a total of 52 armed contract security officers (all union members) and 29 contract security supervisors assigned to the shifts. Those supervisors included the central and secondary alarm station operators, an alarm station supervisor, an access control supervisor, and a shift captain. The contract security supervisory staff, all fully qualified in security officer duties, were re-assigned to two operational teams and were prepared to assume all posting responsibilities for a period of up to six days. At midnight April 6, 1996, the strike contingency plan was implemented when six of the ten union members departed the protected area. Prior to the midnight deadline, the six individuals informed the security supervisor that they were leaving at midnight. The contractor had security supervisors in place at the site to replace them. When the six union members departed the protected area, there was no degradation of plant security. The

inspector verified, by a review of posting rosters and discussions with on-duty supervisors, that the minimum security posting requirements, in accordance with the physical security plan, were met. The inspector also verified that the licensee ensured all equipment required by the safeguards contingency plan and the physical security plan was accounted for and functional. In addition, licensee security supervisors were scheduled to provide coverage onsite 24 hours a day until the strike was resolved.

On the morning of April 7, 1996, the inspector observed the training of nine contract security supervisory personnel brought in from three other nuclear power plant sites. The supervisors received training on Mississippi law for search and apprehension and site specific training on access control of personnel. The inspector also reviewed the training records for these nine individuals and determined that their training was current. The inspector also reviewed the lesson plans developed to train the personnel and found no deviations from required training plan commitments.

The inspector also verified that there was an adequate number of contract security personnel on duty during the day shift beginning at 0600 hours, April 7, 1996, and that they were knowledgeable of their duties and responsibilities.

The inspector determined, by observation of the picket lines, that the local law enforcement agencies ensured that unimpeded access to the plant was maintained at the roadway entrances. The inspector also determined by observation that striking security personnel posed no threat to the plant site and were not being abusive or violent toward plant personnel entering the plant site. On April 8, 1996, the inspector again determined by observation that striking personnel were not posing a threat to the plant site and were not being abusive or violent toward plant personnel reporting for work.

On the morning of April 8, 1996, the inspector again verified that there was an adequate number of qualified security personnel on duty for the day shift. The inspector also observed the behavior of personnel entering the plant toward the contract security supervisors working access control. Personnel were cooperative and friendly. The inspector did not hear any disparaging remarks toward any security person or the organization.

### 1.3 Long-Term Contingency Planning

As part of the strike contingency plan the security contractor had 17 new hires in training. The inspector reviewed the training progress of those 17 personnel. Their initial training will be completed by April 10, 1996. They will then be assigned to a shift for 40 hours of on-the-job-training (OJT). When their 40 hours of OJT is completed satisfactorily they will be qualified to perform armed security officer duties. The contractor also planned to begin interviews to hire additional personnel to begin training if necessary.

## ATTACHMENT

### 1 PERSONS CONTACTED

#### 1.1 Licensee Personnel

- \*C. Bottemiller, Superintendent, Plant Licensing
- \*J. Christian, Security Operations Supervisor
- \*J. Czaika, Nuclear Specialist
- \*W. Deck, Security Superintendent
- \*C. Dugger, Manager, Operations
- \*C. Ellsaesser, Manager, Performance and System Engineering
- \*W. Garner, Supervisor Audits
- \*C. Hayes, Director Quality
- \*C. Holifield, Licensing Engineer
- \*R. Hutchinson, Vice President, Nuclear Operations - Grand Gulf
- \*R. Jackson, Senior Licensing Specialist
- \*B. Middleton, Security Coordinator
- \*R. Moorman, Manager, Maintenance
- \*H. Reed, Corporate Security
- \*T. Tankersley, Radiation Control Superintendent

#### 1.2 NRC Personnel

- \*J. Tedrow, Senior Resident Inspector

In addition to the personnel listed above, the inspector contacted other licensee and contractor personnel during this inspection.

\*Denotes personnel that attended the exit meeting.

### 2 EXIT MEETING

An exit meeting was conducted on April 8, 1996. During this meeting, the inspector reviewed the scope and findings of the inspection as presented in this report. The Vice President, Nuclear Operations, did commit to having the Strike Contingency Plan reviewed by the plant safety review committee on April 8, 1996. The licensee did not identify as proprietary any information provided to, or reviewed by, the inspector.