



Public Service Electric and Gas Company P.O. Box 236 Hancocks Bridge, New Jersey 08038-0236

Nuclear Business Unit

**JUL 31 2000**

LRN-00-0284

United States Nuclear Regulatory Commission  
Document Control Desk  
Washington, DC 20555

**SEMI-ANNUAL REPORT OF FITNESS FOR DUTY (FFD) PERFORMANCE DATA  
SALEM AND HOPE CREEK GENERATING STATIONS  
DOCKET NOS. 50-272, 50-311, AND 50-354**

Gentlemen:

In accordance with the requirements of 10CFR26.71(d), Public Service Electric and Gas Company (PSE&G), hereby forwards the attached Fitness For Duty Performance Data Report for the six-month period ending June 30, 2000.

Should you have any further questions regarding this report, please contact Robin Ritzman at (856) 339-1445.

Sincerely,

A handwritten signature in black ink that reads "Gabor Salamon". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Gabor Salamon  
Licensing Manager

Attachment (1)

A021

The power is in your hands.

Document Control Desk  
LRN-00-0284

-2-

C Mr. H. Miller, Administrator - Region I  
U. S. Nuclear Regulatory Commission  
475 Allendale Road  
King of Prussia, PA 19406

Mr. J. Harrison, Licensing Project Manager – Hope Creek  
U. S. Nuclear Regulatory Commission  
One White Flint North  
11555 Rockville Pike  
Mail Stop 8B1  
Rockville, MD 20852

Mr. R. Fretz, Licensing Project Manager - Salem  
U. S. Nuclear Regulatory Commission  
One White Flint North  
11555 Rockville Pike  
Mail Stop 4D3  
Rockville, MD 20852

USNRC Senior Resident Inspector

Mr. K. Tosch, Manager IV  
Bureau of Nuclear Engineering  
P. O. Box 415  
Trenton, NJ 08625

**FITNESS FOR DUTY PROGRAM  
PERFORMANCE DATA  
PERSONNEL SUBJECT TO 10CFR26**

<u>Public Service Electric Gas Company</u>		<u>6/30/00</u>		
Company		6 Month Ending		
<u>Salem / Hope Creek Nuclear Plants</u>				
Location				
<u>Mary Samuels</u>		<u>(609)339-5601</u>		
Contact Name		Phone		
Cutoffs: Screen/Confirmation (ng/ml)		<input checked="" type="checkbox"/> Appendix A to 10CFR26		
Marijuana	50/15	Amphetamine	1000/500	N/A N/A
Cocaine	300/150	Phencyclidine	25/25	N/A N/A
Opiates	300/300	Alcohol (%BAC)	0.04%	N/A N/A

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	2070		115		350	
Pre-Access	324	6	9	0	642	5
For-Cause Post Accident	3	0	1	0	3	0
For-Cause Observed Behavior	9	0	0	0	6	0
Random	593	3	21	0	88	0
Follow-Up	33	0	0	0	1	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>962</b>	<b>9</b>	<b>31</b>	<b>0</b>	<b>740</b>	<b>5</b>

## BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidene	Alcohol S / N	Refusal To Test					
Licensee Employee	3	4	0	0	0	0	0					
						2						
Long-Term Contractors	0	0	0	0	0	0	0					
						0						
Short-Term Contractors	1	2	1	0	0	1	5					
						0						
<b>Total</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>5</b>					

Total Confirmed Positive Tests For All Specific Substances and Refusals to Test: 19

KEY: S = SITE LEVEL ALCOHOL & N = NRC LEVEL ALCOHOL

### **Random Testing Rate**

Random testing is conducted at an annualized rate of 50%. The random testing during this six month reporting period was 27.7% (702 random tests conducted with 2,535 workers eligible for testing).

### **Summary of Management Actions**

Suspensions based on presumptive positives: 0

### **Appeals/Resolutions:**

During the time period January 1, 2000 to June 30, 2000, one appeal was pending, and no appeals were resolved.

### **Trends 1990 to Present**

- PCP: No positives during the last nine years.
- Rare challenges to the accuracy and validity of Department of Health and Human Services (DHHS) laboratory test results.

### **Current Reporting Period Observations**

- During this six month period, 29% of confirmed positive test results (4 tests) were attributed to marijuana use, 43% to cocaine use (6 tests), 21% to alcohol use (3 tests), and 7% to opiate use (1 test).
- Thirty-three percent of confirmed positive alcohol test results (1 test) were positive at the site cut-off level (0.02%), while 67% of alcohol test results (2 tests) were positive at the NRC cut-off level ( $\geq 0.04\%$ ).
- During this six month period, 7 For-Cause (post accident) tests and 15 For-Cause (observed behavior) tests yielded negative test results; no For-Cause tests were positive.
- During this six month period, the Random Category positive rate was 0.4% (3 positives/702 individuals tested).
- During this six month period there was an increase in the Refusal to Test Category.
  - One short-term contractor left the site after being notified of a scheduled random test.
  - Three short-term contractors submitted adulterated urine specimens as determined by the HHS laboratory.
  - One short-term contractor submitted a urine specimen outside of the acceptable temperature range.

All of these individuals were deemed "refusals to test" and were permanently denied access to PSEG's nuclear facilities.

### **Recommendations:**

- Eliminate the second breath alcohol test when the first test is negative. Data from ten years of breath alcohol testing demonstrates equipment sensitivity of 100% (second breath test has never been positive after the first breath test was negative). Cost savings over months to years would be considerable.
- Continue to permit/encourage on-site pre-screening.
- Continue to move toward "interchangeability" and mutual acceptance among related Fitness for Duty programs (NRC, DOT, RSPA).