



**FEB 01 2001**

LRN-01-0036

United States Nuclear Regulatory Commission  
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**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), PSEG – Nuclear hereby forwards the attached Fitness For Duty Performance Data Report for the six-month period ending December 31, 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, appearing to read "G. Salamon", with a long horizontal line extending to the right.

Gabor Salamon  
Licensing Manager

Attachment (1)

A021

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

PSEG Nuclear LLC	12/31/2000
Company	6 Month Ending
Salem / Hope Creek Nuclear Plants	
Location	
Mary Samuels	(609)339-5601
Contact Name	Phone

Cutoffs: Screen/Confirmation (ng/ml)      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
Average Number with Unescorted Access	2037	109	440

Categories	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	244	0	16	0	779	10
For-Cause Post Accident	7	0	1	0	1	0
For-Cause Observed Behavior	20	3	1	0	3	1
Random	534	1	20	0	130	1
Follow-Up	28	0	0	0	6	0
Other	0	0	0	0	0	0
<b>Total</b>	<b>833</b>	<b>4</b>	<b>38</b>	<b>0</b>	<b>919</b>	<b>12</b>

**BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES**

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidene	Alcohol S / N	Refusal To Test
Licensee Employee	0	0	0	0	0	1 3	1
Long-Term Contractors	0	0	0	0	0	0	0
Short-Term Contractors	5	3	0	0	0	3 1	0
<b>Total</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>1</b>

Total Confirmed Positive Tests For All Specific Substances and Refusals to Test: 17

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 26.5% (684 random tests conducted with 2,586 workers eligible for testing).

### **Summary of Management Actions**

Suspensions based on presumptive positives: 0

Reportable events: 2

On November 13, 2000, an observed odor of alcohol on a management employee prompted a request for a "For Cause" evaluation. The individual tested positive for alcohol at 0.04%. In accordance with NRC regulations and company policy, access was suspended, an incident report was processed, the Operations Superintendent was notified, and NRC notification was completed within the required 24-hour timeframe. A review of the employee's work done prior to testing revealed no safety or reliability issues. Following the staff physician's MRO positive determination, this individual resigned from the company.

On November 13, 2000, a management employee was scheduled for a random drug and alcohol test. The individual tested positive for alcohol at 0.07%. In accordance with NRC regulations and company policy, access was suspended, an incident report was processed, the Operations Superintendent was notified, and NRC notification was completed within the required 24-hour timeframe. A review of the employee's work done prior to testing revealed no safety or reliability issues. This individual was immediately referred to the Employee Assistance Program (EAP). Following treatment, return-to-work testing yielded a negative breath alcohol test result. The individual is currently participating in PSEG's Three Year Follow-up Program.

### **Appeals/Resolutions:**

During the time period July 1, 2000 to December 31, 2000, one appeal was resolved. This appeal did not result in reversal of the original action.

- One appeal resulted from an access denial based on a security determination of lack of trustworthiness and reliability.

### **Trends 1990 to Present**

- PCP: No positives during the last nine and one half 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, 31% of confirmed positive test results (5 tests) were attributed to marijuana use, 19% to cocaine use (3 tests), and 50% to alcohol use (8 tests).

Fifty percent of confirmed positive alcohol test results (4 tests) were positive at the site cut-off level ( $\geq 0.02\%$ ), and 50% of alcohol test results were positive at the NRC cut-off level ( $\geq 0.04\%$ ).

During this six month period, 9 For-Cause (post accident) tests yielded negative test results.

During this six month period, 24 For-Cause (observed behavior) tests yielded 4 confirmed positive tests resulting in a 17% positive rate in this category.

The Random category confirmed positive rate for this six month period was 0.3% (2 positives/684 individuals tested).

**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).