

AUG 08 2002



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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), PSEG – Nuclear hereby forwards the attached Fitness For Duty Performance Data Report for the six-month period ending June 30, 2002.

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 "Gabor Salamon".

Gabor Salamon
Nuclear Safety and Licensing Manager

Attachment (1)

A021

AUG 08 2002

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

Mr. G. Wunder, Licensing Project Manager - Hope Creek
U. S. Nuclear Regulatory Commission
One White Flint North
11555 Rockville Pike
Mail Stop 08B1
Rockville, MD 20852

Mr. R. Fretz, Licensing Project Manager - Salem
U. S. Nuclear Regulatory Commission
One White Flint North
Mail Stop 08B2
11555 Rockville Pike
Rockville, MD 20852

USNRC Senior Resident Inspector - HC (X24)

USNRC Senior Resident Inspector - Salem (X24)

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

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

<u>PSEG Nuclear LLC</u>	<u>6/30/02</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 <u>N/A</u> <u>N/A</u>
Cocaine 300/150	Phencyclidine 25/25 <u>N/A</u> <u>N/A</u>
Opiates 300/300	Alcohol (%BAC) 0.04% <u>N/A</u> <u>N/A</u>

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	1971		114		519	
Pre-Access	301	1	14	0	700	8
For-Cause Post Accident	1	0	1	0	0	0
For-Cause Observed Behavior	7	0	1	0	0	0
Random	516	0	19	0	146	1
Follow-Up	17	0	0	0	0	0
Other	0	0	0	0	0	0
Total	842	1	35	0	846	9

BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

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

Total Confirmed Positive Tests For All Specific Substances and Refusals to Test: 11

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

Marijuana Confirmed Positive Tests:

Positives screened between 50 and 100 ng/ml: 1

Positives screened \geq 100 ng/ml: 4

Random Testing Rate

Random testing is conducted at an annualized rate of 50%. The random testing during this six month reporting period was 26% (681 random tests conducted with 2,604 workers eligible for testing).

Summary of Management Actions

Suspensions based on presumptive positives: 0

Reportable events: On February 13, 2002, a management employee was scheduled for a random drug and alcohol test. The individual provided a urine specimen that had an odor of household bleach. The HHS laboratory subsequently confirmed the presence of bleach in the urine specimen. 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. The employee was determined to be a "Failure to Cooperate" with PSEG's Fitness for Duty Program and was permanently denied access to PSEG Nuclear on February 20, 2002.

Appeals/Resolutions:

During the time period January 1, 2002 to June 30, 2002, four appeals were resolved. No appeals resulted in reversal of the original action.

- One fitness for duty appeal resulted from an allegation that DHHS laboratory results were inaccurate.
- One fitness for duty appeal resulted from an individual's noncompliance with Employee Assistance Program (EAP) policies and procedures following an MRO positive determination.
- One fitness for duty appeal resulted from an allegation that company policy was unclear regarding the consequences of providing an adulterated urine specimen.
- One security appeal resulted from an access denial based on the lack of appropriate information necessary to make a determination of trustworthiness and reliability.

Trends 1990 to Present

- 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, 50% of confirmed positive test results (5 tests) were attributed to marijuana use, 40% to cocaine use (4 tests), and 10% to alcohol use (1 test).

The only confirmed positive alcohol test result during this reporting period was positive at the NRC cut-off level ($\geq 0.04\%$).

During this six month period, 2 For-Cause (post accident) tests yielded negative test results.

During this six month period, 8 For-Cause (observed behavior) tests yielded negative test results.

The Random category confirmed positive rate for this six month period was 0.15% (1 positive/681 individuals tested).

Recommendations:

- Eliminate the second breath alcohol test when the first test is negative. Data from eleven and one-half 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).