

FEB 09 2004



LR-N04-0042

United States Nuclear Regulatory Commission  
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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**

In accordance with the requirements of 10CFR26.71(d), PSEG Nuclear, LLC hereby forwards the attached Fitness For Duty Performance Data Report for the six-month period ending December 31, 2003.

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 "Steven R. Mannon".

Steven R. Mannon  
Nuclear Licensing Manager

Attachment (1)

A021

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**C     Mr. H. J. Miller, Administrator - Region I  
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U. S. Nuclear Regulatory Commission  
Mail Stop 08B1  
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**Mr. R. Fretz, Licensing Project Manager - Salem  
U. S. Nuclear Regulatory Commission  
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**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**

ATTACHMENT

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

<b>PSEG Nuclear LLC</b> <hr/> <p align="center">Company</p> <b>Salem / Hope Creek Nuclear Plants</b> <hr/> <p align="center">Location</p> <b>Cecilia Homan</b> <hr/> <p align="center">Contact Name</p>	<p align="right"><b>12/31/2003</b></p> <hr/> <p align="center">6 Month Ending</p>  <p align="right"><b>(856)339-5605</b></p> <hr/> <p align="center">Phone</p>
<p>Cutoffs: Screen/Confirmation (ng/ml) <span style="float: right;"><input checked="" type="checkbox"/> Appendix A to 10CFR26</span></p>	
<p>Marijuana    50/15                      Amphetamine    1000/500                      <u>N/A</u> N/A</p>	
<p>Cocaine       300/150                      Phencyclidine    25/25                      <u>N/A</u> N/A</p>	
<p>Opiates       300/300                      Alcohol (%BAC)   0.04%                      <u>N/A</u> N/A</p>	

Testing Result	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	1903		132		487	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	223	0	33	1	729	5
For-Cause Post Accident	0	0	1	0	0	0
For-Cause Observed Behavior	1	0	0	0	1	0
Random	507	1	19	0	131	2
Follow-Up	12	1	0	0	7	0
Other	0	0	0	0	0	0
Total	743	2	53	1	868	7

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## BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

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

Positives screened  $\geq 100$  ng/ml: 0

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### Random Testing Rate

Random testing is conducted at an annualized rate of 50%. The random testing rate during this six-month reporting period was 26.1% (657 random tests conducted with 2522 workers eligible for testing.)

### Summary of Management Actions

Suspensions based on presumptive positives: 0

Reportable events: 0

### Appeals/Resolutions

During the time period July 1, 2003 to December 31, 2003 three appeals were resolved. No appeals resulted in the reversal of the original action.

- Two appeals resulted from access denial based on failure to self-report an arrest.
- One appeal resulted from access denial based on derogatory findings during the five-year background update.

### Trends 1990 to Present

Rare challenges to the accuracy and validity of Department of Health and Human Services (DHHS) laboratory test results.

Rare cases positive for phencyclidine. (One case in 14 years)

### Current Reporting Period Observations

During this reporting period, 20% of confirmed positive test results (2 test) were attributed to marijuana use, 50% to cocaine use (5 tests), and 30% to alcohol use (3 tests).

Of the confirmed alcohol positive tests, 33% (1 test) was positive at the site cut off level ( $\geq 0.02\%$ ) and 67% (2 test) were positive at the NRC cut-off level ( $\geq 0.04\%$ ).

During this six-month period, 1 For-Cause (post accident) test yielded a negative test result.

During this six-month period, 2 For-Cause (observed behavior) tests yielded negative results.

The random category confirmed positive rate for this six-month period was 0.5% (3 positives/657 individuals tested).

### Recommendations

- Eliminate the second breath alcohol test when the first is negative. Data from 1989 to present of breath alcohol testing demonstrates equipment sensitivity of 100% (second alcohol test has never been positive after the first breath test was negative.) Cost savings 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).