

50-272
50-311



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

June 24, 1996

LICENSEE: Public Service Electric & Gas Company

FACILITY: Salem Nuclear Generating Station, Units 1 and 2

SUBJECT: SUMMARY OF JUNE 14, 1996, MEETING TO DISCUSS REQUEST FOR EXEMPTION FROM 10 CFR 55.31(a)(5) (TAC NOS. M95366 AND M95367)

On June 14, 1996, members of the Public Service Electric & Gas Company (PSE&G, the licensee) met with the U.S. Nuclear Regulatory Commission (NRC) staff in Rockville, Maryland, to discuss the request for an exemption from 10 CFR 55.31(a)(5) for Salem Nuclear Generating Station, Units 1 and 2. Enclosure 1 is a list of the meeting attendees. Enclosure 2 is a copy of the handouts that were provided by the licensee.

By letter dated May 10, 1996, the licensee requested an exemption from 10 CFR 55.31(a)(5), which requires that operator license applicants perform at least five significant control manipulations that affect reactivity or power level on the facility for which the license is sought. The NRC reviewed this request and notified the licensee by a telephone call on June 4, 1996, that the licensee had not provided sufficient information to justify an exemption and, without additional justification, the NRC was inclined to deny the exemption. Thus, the licensee requested this meeting with the NRC.

The licensee stated that it would like the operator license applicants identified as Group A in their request to be licensed prior to Unit 2 fuel load, and would like the Group B applicants to be licensed prior to Unit 2 restart. Among the reasons for this request that were cited by the licensee are (1) that these applicants are needed to provide the "culture change" that the licensee believes is necessary to staff the "optimum" crews for an event-free startup, (2) these applicants have received extensive training on the Salem simulator, which the licensee believes provides a very good simulation of the actual plant with regard to the required control manipulations, (3) these applicants have had recent operating experience on successful plants, and (4) these applicants meet the high standards that are being set by the new Salem management team. (The licensee stated that two of the Group B applicants identified in the May 10, 1996, letter have been removed from consideration because they did not meet these standards.)

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The licensee committed to submit a letter during the week of June 17, 1996, that would provide additional justification for the exemption request. The licensee expressed a willingness to commit to completing the reactivity manipulations on the facility for each candidate as part of the restart test program. Among the issues that the NRC felt needed further discussion in this letter were the value of performing reactivity manipulations on the Salem

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simulator and the extent of the applicants' operating experience on other plants. The NRC stated that, even if it decided to grant the exemption for any or all of the applicants after reviewing this letter, it is unlikely that the exemption, and the required Environmental Assessment, could be processed and issued prior to Unit 2 fuel load which is currently scheduled to begin July 3, 1996.



Leonard N. Olshan, Senior Project Manager
Project Directorate I-2
Division of Reactor Projects - I/II
Office of Nuclear Reactor Regulation

Docket Nos. 50-272/50-311

Enclosures: 1. List of attendees
2. Licensee's handouts

cc w/encls: See next page

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Company

Salem Nuclear Generating Station,
Units 1 and 2.

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Meeting Summary Memoranda *w/Enclosures 1 and 2

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*Docket File
*PUBLIC
*PDI-2 Reading
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E-MAIL

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J. Stolz
*L. Olshan
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W. Dean, 017G21
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cc: Licensee & Service List (with all enclosures)

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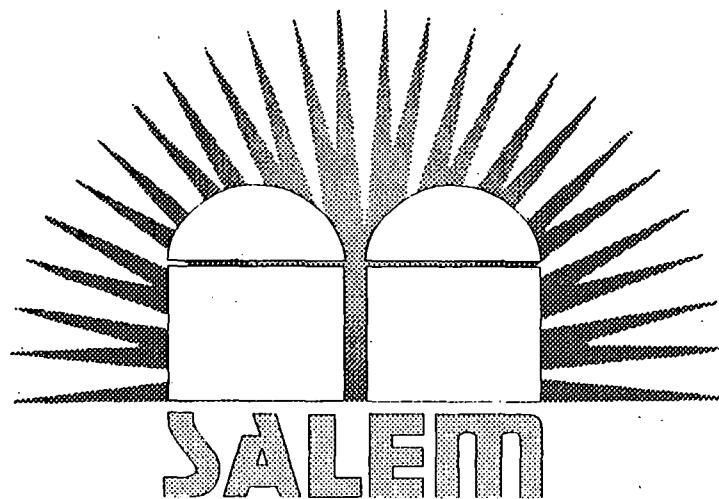
MEETING TO DISCUSS EXEMPTION FROM 10 CFR 55.31(a)(5)

JUNE 14, 1996

LIST OF ATTENDEES

<u>NAME</u>	<u>ORGANIZATION</u>
B. Boger	NRC/NRR
L. Spessard	NRC/NRR
S. Richards	NRC/NRR
J. Munro	NRC/NRR
L. Olshan	NRC/NRR
L. Storz	PSE&G
D. Garchow	PSE&G
C. Bakken	PSE&G
G. Salamon	PSE&G

SALEM GENERATING STATION



Introduction Of PSE&G Attendees

- Lou Storz - Senior VP - Nuclear Operations
- Dave Garchow - General Manager - Salem Operations
- Chris Bakken - Manager - Salem Operations
- Gabe Salamon - Supervisor - Salem Licensing

THE ISSUE - Exemption From 10CFR55 Reactivity Manipulation Requirement

- 2 Senior Reactor Operators - NRC Exam 1/96
- 7 Senior Reactor Operators - NRC Exam 7/96
- 3 Reactor Operators - NRC Exam 1/96

Exemption From 10CFR55 Reactivity Manipulation Requirement

The Justification

- **New People (Change Agents) Part Of Original Improvement Plan From Mid 1995**
 - Culture Change Needed
 - Recent Operating Experience From Successful Plants ●

Exemption From 10CFR55 Reactivity Manipulation Requirement

The Justification (Continued)

- **“We Are On Course!”**

- New People Selected And Hired

- Previous And New Staff Trained And Examined

- New Management Expectations Applied

- Operating Crews Trained As “Teams”, Team Philosophy/Attitude In Place Now

Exemption From 10CFR55 Reactivity Manipulation Requirement

The Justification (Continued)

- Very High Standards Set For New SROs/ROs (Some Attrition)
 - Self Assessment Process Working
 - New Standards Critically Applied
 - Two SRO Candidate Applications For July, '96 SRO Exam To Be Withdrawn

Exemption From 10CFR55 Reactivity Manipulation Requirement

The Justification (Continued)

- **HARDSHIP Without These New People**

- Event-Free Startup Of Critical Importance

- Startup Of Plants Is A Necessity

Exemption From 10CFR55 Reactivity Manipulation Requirement

The Justification (Continued)

- One Time Request - Not A Precedent
 - Culture Change Required
 - Return From Extended Outage
 - Good Faith Effort To Comply

**Exemption From 10CFR55 Reactivity Manipulation Requirement
Issues Associated With Not Receiving Exemption**

- Dual (Confusing) Leadership On Some Crews
- Several “Processes” Complicated By Leaders Without Signature Authority
- Erosion Of Team Concept

Exemption From 10CFR55 Reactivity Manipulation Requirement

CONCLUSION

- Proposed Alternative Meets The “Learning” Intent Of The 10CFR55 Requirement
- Capabilities Of Licensed Operators Are NOT Decreased By The Proposed Alternative
- Increased Breadth And Depth Of Management And Operations Experience In The Control Room Will Reduce Risk
- Affected Personnel Will Be Scheduled To Allow First Opportunity To Perform Manipulations
- Heavy Oversight During Startup To Assure High Level Of Performance
- The Proposed Exemption Will Not Endanger Life Or Property And Is Otherwise In The Public Interest

simulator and the extent of the applicants' operating experience on other plants. The NRC stated that, even if it decided to grant the exemption for any or all of the applicants after reviewing this letter, it is unlikely that the exemption, and the required Environmental Assessment, could be processed and issued prior to Unit 2 fuel load which is currently scheduled to begin July 3, 1996.

Original signed by:

Leonard N. Olshan, Senior Project Manager
Project Directorate I-2
Division of Reactor Projects - I/II
Office of Nuclear Reactor Regulation

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Enclosures: 1. List of attendees
2. Licensee's handouts

cc w/encls: See next page

DISTRIBUTION: See attached sheet

OFFICE	PDI-2/IA	PDI-2/PM	PDI-2/D		
NAME	MO'Brien	LOlshan:smm	JStolz		
DATE	6/24/96	6/24/96	6/24/96		

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