



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

Nuclear Business Unit

AUG 15 1996

LR-N96261

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

Gentlemen:

**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), Public Service Electric and Gas Company (PSE&G), hereby forwards the attached FFD Performance Data Report for the six month period ending June 30, 1996.

Should you have any further questions regarding this report, we will be pleased to discuss them with you.

Sincerely,

D. R. Powell
Manager -
Nuclear Licensing and Regulation

Attachment

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A021

9608200171 960815
PDR ADOCK 05000272
R PDR

The power is in your hands.

AUG 15 1996

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

Mr. D. Jaffe
Licensing Project Manager - Hope Creek
U. S. Nuclear Regulatory Commission
One White Flint North
Mail Stop 14E21
11555 Rockville Pike
Rockville, MD 20852

Mr. L. Olshan
Licensing Project Manager - Salem
U. S. Nuclear Regulatory Commission
One White Flint North
Mail Stop 14E21
11555 Rockville Pike
Rockville, MD 20852

Mr. R. Summers
USNRC Senior Resident Inspector (X24)

Mr. C. Marschall
USNRC Senior Resident Inspection (X24)

Mr. K. Tosch, Manager IV
Bureau of Nuclear Engineering
33 Arctic Parkway
CN 415
Trenton, NJ 08625

Fitness for Duty Program
Performance Data
Personnel Subject to 10CFR26

<u>Public Service Electric & Gas</u>	<u>June 30, 1996</u>
Company	6 Months Ending
<u>Hancock's Bridge, NJ 08038</u>	
Location	
<u>Ronald J. Mack, M.D.</u>	<u>(609)339-5600</u>
Contact Name	Phone (include area code)
 Cutoffs: Screen/Confirmation (ng/ml)	 Appendix to 10CFR 26
Marijuana 50/15	Amphetamines 1000/500 <u>N/A</u> /
Cocaine 300/150	Phencyclidine 25/25 <u>N/A</u> /
Opiates 300/300	Alcohol (%BAC) 0.04% <u>N/A</u> /

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	2,466		1,047		1,347	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	241	1	10	0	1,686	17
For Cause:						
Post Accident	31	0	3	0	18	0
Observed Behavior	20	1	2	0	20	3
Random	760	2	66	0	547	0
Follow-up	18	0	0	0	0	0
Other	0	0	0	0	0	0
Total	1,070	4	81	0	2,271	20

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	* Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	1	2	0	0	0	1/0	0						
Long-Term Contractors	0	0	0	0	0	0/0	0						
Short-Term Contractors	12	5	0	1	0	2/2	0						A
Total	13	7	0	1	0	5	0						26

* KEY

X/Y

X=NRC Cutoff

Y=PSE&G Cutoff

	NRC	PSE&G
Alcohol	0.04%	0.02%

PUBLIC SERVICE ELECTRIC & GAS COMPANY
 NUCLEAR DEPARTMENT / MEDICAL
 FITNESS-FOR-DUTY STATISTICS REPORT

FOR PERIOD: 01/01/96 THRU 06/30/96

CTGRY	-----PERMANENT EMPLOYEES-----					-----SHORT-TERM CONTRACTORS-----					-----LONG-TERM CONTRACTORS-----				
	SCHED	TEST	POS	% TEST	% POS	SCHED	TEST	POS	% TEST	% POS	SCHED	TEST	POS	% TEST	% POS
PRE-EMPLOYMENT	64	64	1	100.00	1.56	0	0	0	0.00	0.00	0	0	0	0.00	0.00
PRE-BADGING	177	177	0	100.00	0.00	1686	1686	17	100.00	1.00	10	10	0	100.00	0.00
PERIODIC	0	0	0	0.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
FOR CAUSE	51	51	1	100.00	1.96	38	38	3	100.00	7.89	5	5	0	100.00	0.00
POST ACCIDENT	0	0	0	0.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
RANDOM	760	760	2	100.00	0.26	547	547	0	100.00	0.00	66	66	0	100.00	0.00
FOLLOW-UP	18	18	0	100.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
OTHER	0	0	0	0.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
TOTAL	1070	1070	4	100.00	0.37	2271	2271	20	100.00	0.88	81	81	0	100.00	0.00

7/31/96

PUBLIC SERVICE ELECTRIC & GAS COMPANY
NUCLEAR DEPARTMENT / MEDICAL
FITNESS-FOR-DUTY STATISTICS REPORT
POSITIVE TEST SUMMARY BY SUBSTANCE

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FOR PERIOD: 01/01/96 THRU 06/30/96

SUBSTANCE	OCCURANCES
COCAINE	7
MARIJUANA	13
ALCOHOL: BAC > .04	3
AMPHETAMINES	1
ALCOHOL: BAC < .04	2
*** TOTAL ***	26

Random Testing Rate

Random testing is conducted at an annualized rate of 50%. The rate of annual random testing during this reporting period was 28.3% (1,373 random tests conducted with 4,860 workers eligible for testing).

Summary of Management Actions

Suspensions based on presumptive positives: 0

Reportable events: 0

Appeals/Resolutions: During the time period January 1, 1996 to June 30, 1996, sixteen appeals have been resolved. No appeals resulted in reversal of original action.

- One psychological appeal resulted from the determination that drug rehabilitation requirements had not been adequately met.
- Two appeals resulted from access denials based on psychological determinations of lack of trustworthiness and reliability.
- One appeal resulted from an access denial based on a security determination of lack of trustworthiness and reliability.
- Six appeals resulted from access denials due to falsification of security background information.
- Three appeals resulted from access denials and discharges based on job performance issues.
- Two appeals resulted from allegations that second-hand smoke caused THC positive test results.
- One appeal resulted from a determination of "failure to co-operate" when a person left the site before a "For-cause" test was requested.

Trends 1990 to Present

- Opiates: No MRO positives since the Fitness for Duty rule went into effect.
- PCP: No positives during the last four and one half years.
- Rare challenges to the accuracy and validity of HHS laboratory test results.
- For a brief period of time, due to high level management concern, almost all individuals involved in work related accidents or incidents were referred to the Medical Department for "For-cause" testing. Each of the last two reporting periods has yielded a positive rate of 4%.

Recommendations:

- Eliminate the second breath alcohol test when the first test is negative.

After greater than 91,000 breath tests, equipment sensitivity of 100% has been demonstrated (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).