



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

Nuclear Business Unit

FEB 06 1997

LR-N970086

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 December 31, 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

180077

9702190017 970206  
PDR ADDCK 05000272  
R PDR

The power is in your hands.

A0211/

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 &amp; Gas</u>	<u>December 31, 1996</u>
Company	6 Months Ending
<u>Hancock's Bridge, NJ 08038</u>	
Location	
<u>Ronald J. Mack, M.D./Stuart R. Solomon, D.O.</u>	<u>(609)339-5600</u>
Contact Name	Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <span style="float: right;">Appendix to 10CFR 26</span>	
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	2,375		1,001		1,037	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	198	4	17	0	1,433	18
For Cause:						
Post Accident	7	0	0	0	16	1
Observed Behavior	11	0	2	0	29	4
Random	693	4	69	0	477	2
Follow-up	11	1	0	0	0	0
Other	0	0	0	0	0	0
Total	920	9	88	0	1,955	25

# 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	4	3	0	0	0	1/0	0						
Long-Term Contractors	0	0	0	0	0	0/0	0						
Short-Term Contractors	8	11	0	1	0	6/2	0						A
<b>Total</b>	12	14	0	1	0	9	0						<b>*36</b>

## \* KEY

X/Y

X=NRC Cutoff

Y=PSE&G Cutoff

	NRC	PSE&G
Alcohol	0.04%	0.02%

\*34 individuals

36 substances

2 individuals positive for 2 substances

1/16/97

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

PAGE 1

FOR PERIOD: 07/01/96 THRU 12/31/96

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	61	61	0	100.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
PRE-BADGING	137	137	4	100.00	2.91	1433	1433	18	100.00	1.25	17	17	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	18	18	0	100.00	0.00	45	45	5	100.00	11.11	2	2	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	693	693	4	100.00	0.57	477	477	2	100.00	0.41	69	69	0	100.00	0.00
FOLLOW-UP	11	11	1	100.00	9.09	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	920	920	9	100.00	0.97	1955	1955	25	100.00	1.27	88	88	0	100.00	0.00

1/16/97

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

PAGE 1

FOR PERIOD: 07/01/96 THRU 12/31/96

SUBSTANCE	OCCURANCES
MARIJUANA	12
COCAINE	14
ALCOHOL: BAC > .04	7
AMPHETAMINES	1
ALCOHOL: BAC < .04	2
*** TOTAL ***	36

### Random Testing Rate

Random testing is conducted at an annualized rate of 50%. The rate of annual random testing during this reporting period was 28.1% (1,239 random tests conducted with 4,413 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, 1996 to December 31, 1996, 5 appeals have been resolved. One appeal resulted in reversal of original action.

- One appeal resulted from an access denial due to falsification of security background information.
- One appeal resulted from an access denial based on a security determination of lack of trustworthiness and reliability.
- One fitness for duty appeal involved an allegation that HHS laboratory results were incorrect.
- One appeal resulted from an access denial and discharge based on job performance issues.
- One appeal resulted from a security determination of a violation of the Fitness for Duty policy.

### 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 tests 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. "For-cause" testing during 1996 yielded a positive rate of 5.6%.

**Recommendations:**

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

After greater than 97,000 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).
- Encourage the formation of Fitness for Duty oversight committees, with participation from management and supervision, to promote understanding, mutual agreement, and resolution of Fitness for Duty issues.