



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

Nuclear Business Unit

AUG 18 1997

LR-N970507

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, 1997.

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

Sincerely,

D. R. Powell
Director -
Licensing/Regulation & Fuels

Attachment

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9708250361 970818
PDR ADOCK 05000272
R PDR

The power is in your hands.



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Fitness for Duty Program
 Performance Data
 Personnel Subject to 10CFR26

<u>Public Service Electric & Gas</u>	<u>June 30, 1997</u>
Company	6 Months Ending
<u>Hancock's Bridge, NJ 08038</u>	
Location	
<u>Ronald J. Mack, MD/Stuart Solomon, DO</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	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	2,304		1,014		644	
Pre-Access	289	2	0	0	896	3
For Cause:						
Post Accident	13	0	6	0	3	0
Observed Behavior	12	1	6	1	9	2
Random	664	0	257	2	171	1
Follow-up	19	0	0	0	1	0
Other	0	0	0	0	0	0
Total	997	3	269	3	1,080	6

Breakdown of Confirmed Positive Tests for Specific Substances

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	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	* Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	2	0	0	0	0/1	0						
Long-Term Contractors	0	0	0	0	0	3/0	0						
Short-Term Contractors	1	3	0	0	0	1/1	0						A
Total	1	5	0	0	0	6	0						12

* KEY

X/Y

X=NRC Cutoff

Y=PSE&G Cutoff

	NRC	PSE&G
Alcohol	0.04%	0.02%

Random Testing Rate

Random Testing is conducted at an annualized rate of 50%. The rate of annual testing during this reporting period was 27.6% (1,092 random tests conducted with 3,962 workers eligible for testing).

Summary of Management Actions

Suspensions based on presumptive positives: 0

Reportable events: 2

During the time period January 1, 1997 to June 30, 1997, there were two reportable events.

- On 2/28/97, a contractor supervisor was reporting for work on the night shift. At the Security Center, the odor of alcohol on the individual prompted a "For Cause" evaluation. The BAC was .04%, and the MRO made a determination of unfitness. Plant access was denied, and PSE&G reported an incident involving alcohol use by a contractor supervisor.
- On 3/11/97, a contractor supervisor was called for random testing. The BAC was .04%, and the MRO made a determination of unfitness. Plant access was denied, and PSE&G reported an incident involving alcohol use by a contractor supervisor.

Appeals/Resolutions: During the time period January 1, 1997 to June 30, 1997, three appeals were resolved. One appeal resulted in reversal of original action.

- One fitness for duty appeal involved a claim that over the counter medications caused or contributed to a positive drug test result.
- One fitness for duty appeal resulted from an access denial due to falsification of security background information.
- One appeal resulted from a determination of "failure to cooperate" wherein an individual refused to complete the "For Cause" evaluation process.

Trends 1990 to Present

- Opiates: No MRO positives since the Fitness For Duty Rule went into effect.
- PCP: No positives during the last five years.
- Rare challenges to the accuracy and validity of Department of Health and Human Services (DHHS) laboratory tests results.
- During the last three reporting periods, due to high level management concern, almost all individuals involved in work related accidents or incidents have been referred to the Medical Department for "For Cause" testing. "For Cause" testing for the six month period January 1, 1997 to June 30, 1997, yielded a positive rate of 8.2%. In addition, one third (4 out of 12) of the positive test results obtained during this time period were attributed to "For Cause" testing.

- During this six month period, 50% of positive test results were attributed to misuse of alcohol.

Recommendations:

- Eliminate the second breath alcohol test when the first test is negative.
- After greater than 100,000 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.

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

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FOR PERIOD: 01/01/97 THRU 06/30/97

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	95	95	0	100.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
PRE-BADGING	194	194	2	100.00	1.03	896	896	3	100.00	0.33	0	0	0	0.00	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	25	25	1	100.00	4.00	12	12	2	100.00	16.66	12	12	1	100.00	8.33
POST ACCIDENT	0	0	0	0.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
RANDOM	664	664	0	100.00	0.00	171	171	1	100.00	0.58	257	257	2	100.00	0.77
FOLLOW-UP	19	19	0	100.00	0.00	1	1	0	100.00	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	997	997	3	100.00	0.30	1080	1080	6	100.00	0.55	269	269	3	100.00	1.11

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PUBLIC SERVICE ELECTRIC & GAS COMPANY
NUCLEAR DEPARTMENT / MEDICAL
FITNESS-FOR-DUTY STATISTICS REPORT
POSITIVE TEST SUMMARY BY SUBSTANCE
FOR PERIOD: 01/01/97 THRU 06/30/97

SUBSTANCE	OCCURANCES
COCAINE	5
ALCOHOL: BAC > .04	4
ALCOHOL: BAC < .04	2
MARIJUANA	1
*** TOTAL ***	12