



PSEG

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

Nuclear Business Unit

FEB 10 1998

LR-N98040

United States Nuclear Regulatory Commission
Document Control Desk
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**

Gentlemen:

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, 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 (1)

AO21/

200039

9802200380 980210
PDR ADDCK 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>December 31, 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> </u> /	
Cocaine 300/150 Phencyclidine 25/25 <u> </u> /	
Opiates 300/300 Alcohol (%BAC) 0.04% <u> </u> /	

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	2,324		708		1,037	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	260	2	1	1	1,590	9
For Cause:						
Post Accident	5	0	0	0	9	0
Observed Behavior	14	4	6	1	14	5
Random	649	0	153	0	338	1
Follow-up	22	0	0	0	9	0
Other	0	0	0	0	0	0
Total	950	6	160	2	1,960	15

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	3	0	0	0	1/2	0						
Long-Term Contractors	1	1	0	0	0	0/1	0						
Short-Term Contractors	8	3	0	0	0	4/1	0						A
Total	10	7	0	0	0	9	0						26*

KEY

X/Y

X=NRC Cutoff

Y=PSE&G Cutoff

	NRC	PSE&G
Alcohol	0.04%	0.02%

*Twenty three individuals were positive for twenty six substances; three individuals were positive for more than one substance.

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

FOR PERIOD: 07/01/97 THRU 12/31/97

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	117	117	2	100.00	1.70	0	0	0	0.00	0.00	1	1	1	100.00	100.00
PRE-BADGING	143	143	0	100.00	0.00	1590	1590	9	100.00	0.56	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	19	19	4	100.00	21.05	23	23	5	100.00	21.73	6	6	1	100.00	16.66
POST ACCIDENT	0	0	0	0.00	0.00	0	0	0	0.00	0.00	0	0	0	0.00	0.00
RANDOM	649	649	0	100.00	0.00	338	338	1	100.00	0.29	153	153	0	100.00	0.00
FOLLOW-UP	22	22	0	100.00	0.00	9	9	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	950	950	6	100.00	0.63	1960	1960	15	100.00	0.76	160	160	2	100.00	1.25

1/02/98

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

PAGE

1

FOR PERIOD: 07/01/97 THRU 12/31/97

SUBSTANCE	OCCURANCES
MARIJUANA	10
ALCOHOL: BAC > .04	5
COCAINE	7
ALCOHOL: BAC < .04	4
*** TOTAL ***	26

Random Testing Rate

Random testing is conducted at an annualized rate of 50%. The random testing during this six month reporting period was 28% (1,140 random tests conducted with 4,069 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, 1997 to December 31, 1997, one appeal was resolved. This appeal did not result in reversal of the original action.

- One appeal resulted in an access denial due to falsification of security background information.

Trends 1990 to Present

- Opiates: No MRO positives since the Fitness for Duty rule went into effect.
- PCP: No positives during the last six years.
- Rare challenges to the accuracy and validity of Department of Health and Human Services (DHHS) laboratory test results.
- During the last four reporting periods, 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 for the six month period July 1, 1997 to December 31, 1997 yielded a positive rate of 21%. All positive "For Cause" tests were in the Observed Behavior category rather than the Post Accident category. In addition, 43% of all positive test results obtained during this period were attributed to "For Cause" testing.
- During this six month period, 39% of positive test results were attributed to the use of marijuana, followed closely by alcohol which yielded a positive rate of 35%.

Recommendations:

Eliminate the second breath alcohol test when the first test is negative. After greater than 106,000 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):