



Wayne H. Jens
Vice President
Nuclear Operations

2000 Second Avenue
Detroit, Michigan 48226
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December 16, 1983
EF2 - 66792

Director of Nuclear Reactor Regulation
Attention: Mr. B. J. Youngblood, Chief
Licensing Branch No. 1
Division of Licensing
U.S. Nuclear Regulatory Commission
Washington, DC 20555

Dear Mr. Youngblood:

Reference: Enrico Fermi Atomic Power Plant, Unit 2
NRC Docket No. 50-341

Subject: Nuclear Experience Survey

In response to your request for information concerning the operating experience and qualifications of the Company's staffing of Enrico Fermi Unit 2, I am enclosing some background material for your consideration. The material addresses the on-shift, plant staff, and both management and service support personnel which will be available at fuel load at the Enrico Fermi Unit 2 site at Newport, Michigan. With the exception of the Chairman of the Board and President, all personnel are permanently assigned at the plant site.

The Company believes it has developed a capable integrated team, utilizing an optimum allocation of talent, considering the nuclear industry in-whole and Edison in particular. The Company has followed a practice over the years of not recruiting personnel from other utilities, although it has accepted some personnel who, on their own initiative, applied for a job, as well as other personnel from the US Naval Nuclear Propulsion Program. The Company has deliberately not restricted itself to using personnel from only one source in staffing each successive level of the line organization. Rather, it has attempted to select some personnel having large modern fossil station experience, some with breeder reactor nuclear experience, some with other utility experience, and some with Navy nuclear management and operational experience.

Following an extended period of plant construction, organization and administrative development, and licensed operator training program, the Company has achieved the desired result. As a consequence of hard work and careful personnel selection, all personnel in our cold license program have been certified at the appropriate level including both the present Assistant Manager of Nuclear Operations and the Plant Superintendent. Forty out of forty-one personnel who took licensed operator examinations passed the first time through. One individual passed the written exam but not the walkthrough. He passed the walkthrough on the second attempt. This success rate of approximately 98% is a testimony to the Company's efforts.

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Mr. B. J. Youngblood
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Page 2

Detroit Edison's Shift Technical Advisors have been carefully selected from the engineers involved in the development of Enrico Fermi Unit 2. They will rotate on shift and have served for an extended time on-shift during the preoperational test program. They have had academic course work to enhance their abilities, and have taken most of the same courses as the cold license Senior Reactor Operators, as well as the General Electric Station Nuclear Engineer's course. They have been accepted as useful advisors to our Nuclear Shift Supervisors and other shift personnel.

The Company has a fully functioning independent Training Department which has extensively utilized instructors with prior BWR operating experience to help achieve the high success rate in our licensed operator training. The Company is developing a high fidelity plant simulator scheduled for operation by mid-year 1984. The operating instructors assigned to the simulator are among those having received their Senior Reactor Operator licenses this fall.

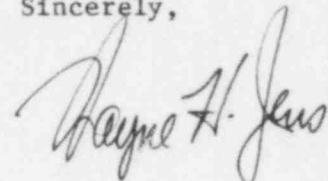
The Company's Nuclear Engineering Department staffing consists of a blend of personnel having previous project experience, nuclear startup, and outside nuclear operating experience. The Company has functioned as architect-engineer for the plant from its inception through construction and has retained a significant level of that experience for the operating and plant support staff.

Although satisfied that the Company is developing the appropriate responsible organization necessary to operate this nuclear station, it is flexible and over the years has proven able to profit from the advice and experiences of others who may have different perspectives. Many of the features of the present organization and facilities are a direct result of such outside stimulation.

Detroit Edison has available (on contract) previously licensed and experienced operators and engineering and management personnel who will provide support during power ascension, though not in a position of line authority. The Company line management is responsible for operating this plant.

In summary, the Detroit Edison Company has been preparing itself for successful operation of Enrico Fermi 2 for many years in a way responsive to the changing industry, the regulatory climate and our own unique capabilities.

Sincerely,



cc: P. M. Byron
J. G. Keppler
M. D. Lynch

Attachments: I. Facility Staffing Survey
II. Criteria Used in Selection of Fossil &
Navy Nuclear Experienced Candidates
III. Nuclear Operations Organization Charts

FACILITY STAFFING SURVEY

PLANT Enrico Fermi 2

Anticipated Licensing Date June 1984

A. OPERATING SHIFT

1. No. of Shifts** 6

2. No. of ROs Assigned to Shift Work 24

No. of yrs. of Commercial RO experience on
Hot plants (post-initial criticality)

BWR	PWR
<u>0</u>	<u>0</u>

3. No. of SROs Assigned to Shift Work 12

No. of yrs. of Commercial RO experience on
Hot plants

BWR	PWR
<u>0</u>	<u>0</u>

No. of yrs. of Commercial SRO experience on
Hot plants

BWR	PWR
<u>2.0</u>	<u>0</u>

4. No. of SROs with 4-yr degrees Non-engineering

0

Engineering

0

5. No. of Shift Supervisors (SS) Non-engineering

0

Engineering

0

6. No. of licensees with Large
Fossil Station experience

8

7. No. of licensees with Navy Nuclear
Supervisory experience (EWS)*

23

NOTE: SS is senior authority on shift work.

*Engineering Watch Supervisor - Term used in U.S. Navy Nuclear Program.

**Five SRO's at LaSalle County Station for 5 months.

B. Plant Staff

	A*	B	C	D	E	F	G	H	I	J
Licensed RO/SRO	1 SRO-R	No	SRO	SRO	No	No	SRO	No	No	No
Previously licensed										
RO/SRO	No	No	No	No ¹	No	No	No	No	No	SRO
Type Plant	-	-	-	-	-	-	-	-	-	FBR
No. Years	-	-	-	-	-	-	-	-	-	2
No. Years Operating	-	-	-	-	-	-	-	-	-	2
Cold License Certification	5/SRO	2/SRO	SRO	SRO	SRO	-	SRO	-	-	-
Non-Licensed Nuclear Station Experience ³	4/27.5	1/23	6/9	-/5.5	-/12	-/8	-/6	11/10	-/12	-/15
Degreed										
Type (Discipline[s])	2/MECH 3/NUC	1/ELEC 1/IND 1/NUC 1/MECH 1/THERMO-MECH	Elect	Math	Mech	Mech	Elect	Mech	Mech	Mech
Level	4/BS 1/MS	5/BS	BS	BS	BS	BS	BS	BS	AA	BS

Remarks:

- 1. Assistant Superintendent Nuclear Production - 9 years Navy Nuclear experience including qualified Engineering Officer. Served four years as Engineer of an operating naval reactor.
- 2. Engineer on plant operating staff other than those listed in B through J.
- 3. Number of years experience at an operating/non-operating nuclear plant.

*Legend

- A - Plant engineers² (No./Qual)

B - Shift Technical Advisor (No./Qual)

C - Operations Engineer

J - Startup Engineer
- D - Assistant Sup't Nuclear Production

E - Sup't Nuclear Production

F - Maint Engineer
- G - Tech Engineer

H - Reactor Engineer

I - Supervisor Operational Assurance

MATRIX OF CORPORATE NUCLEAR EXPERIENCE

(Supervisor and Above)

(Status: Years, License or Qualification)

Present Assignment	Name	Years Nuclear Navy	Operator License Held	Years at ³ Operating Station	Years in ⁴ Management, Support	Total Yrs Nuclear Experience	Degrees Level & Discipline	Other Qualification
Chairman of Bd & Chief Exec Officer	W. J. McCarthy	None	None	5 FBR	a) -/- b) -/13 BWR	20	ORSORT* BS Mech Eng	
President and Chief Operating Officer	C. H. Heidel	None	None	None	a) -/- b) -/6 BWR	6	BS Mech Eng	Registered Prof. Eng. State of Mich
Vice-Pres Nuclear Oper	W. H. Jens	None	None	None	a) -/7 FBR b) -/25 RES, FBR, BWR	32	Ph.D Mech Eng 1949	
Manager Nuc Oper	F. E. Agosti	None	None	None	a) -/- b) 2/2 BWR	4	BS Mech Eng 1958	
Asst Manager Nuc Oper	E. P. Griffing	14 ¹ PWR	2	None	a) -/- b) 6/ BWR	20	MBA Finance 1976 MS App'd Math 1955 BS Math 1954	Registered Prof. Eng. State of Mich
Director Nuc Training	S. J. Latone	None	None	None	a) -/- b) /3 BWR	3	BPA Gen Business ES Prof Studies, Nuc Training Mgmt 1979	
Asst Director Nuc Training	J. W. Dutton	5	RO & SRO	4.5 PWR 3 RES	a) -/- b) -/4 BWR, PWR	16		
Director Nuc Eng	W. F. Colbert	None	SRO	5 FBR	a) -/4 FBR b) 1/13 BWR	23	BS Mech Eng 1949	Registered Prof. Eng. State of Mich
Gen Super. Nuc Safety and Plant Eng	E. Lusi	None	None	None	a) -/- b) 1/12.5 BWR	13	BS Mech Eng 1944	
Super., Radio-logical Emerg Resp Pre'dness	T. Randazzo	None	None	None	a) -/- b) -/5 BWR	5	BS Mech Eng 1971 MBA 1980 J.D. 1983	Registered Prof. Eng. State of Mich

* Oak Ridge School of Reactor Technology (Masters level)

1 Qualified for command of Nuclear Submarines. Served as Commanding Officer of two Nuclear Submarines over 4 years.

2 SRO Certified

3 Experience onsite at an operating station

4 Experience in a managerial or support capacity either

a) -/offsite for a plant in operation

b) on/offsite for a plant under construction

MATRIX OF CORPORATE NUCLEAR EXPERIENCE

(Supervisor and Above)

(Status: Years, License or Qualification)

Present Assignment	Name	Years Nuclear Navy	Operator License Held	Years at Operating Station	Years in Management, Support	Total Yrs Nuclear Experience	Degrees Level & Discipline	Other Qualification
Gen Super. Nuc Technology	A. A. Shoudy, Jr	None	None	None	a) -/10 FBR b) 1/14 FBR BWR	24	MS Metallurgical Eng 1957 BS Physics 1950	
Super. System & Plant Engineering	L. E. Schuerman	0	None	None	a) -/- b) 11/.5 BWR	11.5	BS Mech Eng	Prof. Eng. Ohio, Fla Michigan
Super. Safety and Performance Analysis	T. J. O'Keefe	0	None	None	a) -/- b) 4/7 BWR	11	BS Mech Eng	Prof. Eng. PE Mechanical Michigan
Supervisor Licensing	O. K. Earle	4.5	None	None	a) -/- b) 4/4.5 BWR, FBR	13	BS Gen Eng MS Nuc Eng	PE Mechanical Wash/Michigan
Gen Supervisor Nuclear Fuel	D. B. Wehmeyer	None	None	None	a) -/- b) /28 BWR FBR PWR	28	MS Physics 1948 BS Eng Physics 1943 ORSORT 1953	Prof. Eng. State of Mich
Director Nuclear Quality Assurance	G. M. Trahey	None	None	None	a) -/- b) 2/ BWR	2	BS Mech Eng 1967	Prof. Eng. State of Ill
Supervisor Nuclear Fuel Engr.	M. L. Batch	None	OP-173 Critical Expermts	8 RES 2 PWR 2 FBR	a) -/2 FBR b) /11 BWR	25	BS Engr Physics 1954 ORSORT 1955	Prof. Engr. State of Mich
Supervisor Nuclear Fuel Cycle	A. D. Smart	None	None	None	a) -/4 FBR b) -/5 BWR	9	BSME 1953	Prof. Eng. State of Mich
Supervisor Trn'g & Qual & Prof	K. Brockman	3	None	None	a) -/- b) 3/ BWR	6	BS Engineering	Cert Nuc Pwr Engineer 2 yrs Bettis Atomic Lab

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MATRIX OF CORPORATE NUCLEAR EXPERIENCE

(Supervisor and Above)

(Status: Years, License or Qualification)

Present Assignment	Name	Years Nuclear Navy	Operator License Held	Years at ³ Operating Station	Years in ⁴ Management, Support	Total Yrs Nuclear Experience	Degrees Level & Discipline	Other Qualification
Supervisor Trn'g Conting Security	E. F. Juarez	None	None	None	a) -/- b) 2/ BWR	2	MA Criminal Just BA Social Science	Cert SRO, RO BWR/6 Blk Fox Simulator. Cert Sim. Instructor. 1 1/2 yrs BWR/6 Trn'g Center Inola, Okla
Supervisor, Qualifications & Operations	C. C. Thibault	7	None	None	None	7	BS Industrial Technology	
Supervisor Trn'g & Qual Technical	S. J. Pembleton	None	None	None	a) -/- b) 2/ BWR	2	MS Biology BA Biology	
Supervisor QA Staff	E. H. Newton	None	SRO	15 FBR	a) -/- b) 7/2 BWR	24	BS Marine Eng	
Supervisor Procurement	T. Byrd	None	None	None	a) -/- b) 6/6 BWR	12	BA Business Admin	Prof. Eng. California Quality Eng
Prin Eng Engineering QA	D. Ferencz	None	None	6 FBR	a) -/- b) 4/2 BWR	12	BS Elec Eng	
Super. Maint/ Mod QA	B. Wickman	None	None	2 BWR	a) -/.5 BWR b) 5.5/ BWR	8	BS Nuc Eng M Business Admin	
Super. Oper Assurance	W. Miller	None	None	2.5 BWR	a) -/- b) 5.5/1.5 BWR	9.5	BS Mech Eng	

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Selection Criteria - Nuclear Supervising Operators (RO)

- I. The minimum criteria for selection as a Nuclear Supervising Operator is as follows:

- A. High school diploma or equivalent (GED) must conform with Standard ANSI/ANS 3.1-1978, Selection and Training of Nuclear Power Plant personnel.

-AND-

- B. Must have experience in the operating functions of a power plant normally acquired in seven years through the jobs of an Industrial Operator #2, Industrial Operator #1 or Assistant Power Plant Operator, Power Plant Operator and/or Senior Power Plant Operator. Must have a Second Class Stationary Engineers License issued by the City of Detroit and have electrical certification.

-OR-

- C. Seven years (minimum) military nuclear experience and training rising to the rank of E-5 minimum and qualified to perform nuclear plant supervision. These qualifications must have been obtained within the last ten years.

-OR-

- D. Seven years (minimum) private and/or military nuclear plant experience and training and qualified to perform nuclear plant supervision. These qualifications must have been obtained within the last ten years.

-AND-

- E.

1. Must be able to work effectively with people at all levels both within and outside the company.
2. Must communicate effectively both orally and in writing.
3. Supervisory Profile Record Test results will be considered in the final selection decision.
4. Satisfactory completion of NRC physical examination and Emotional Stability Screening.

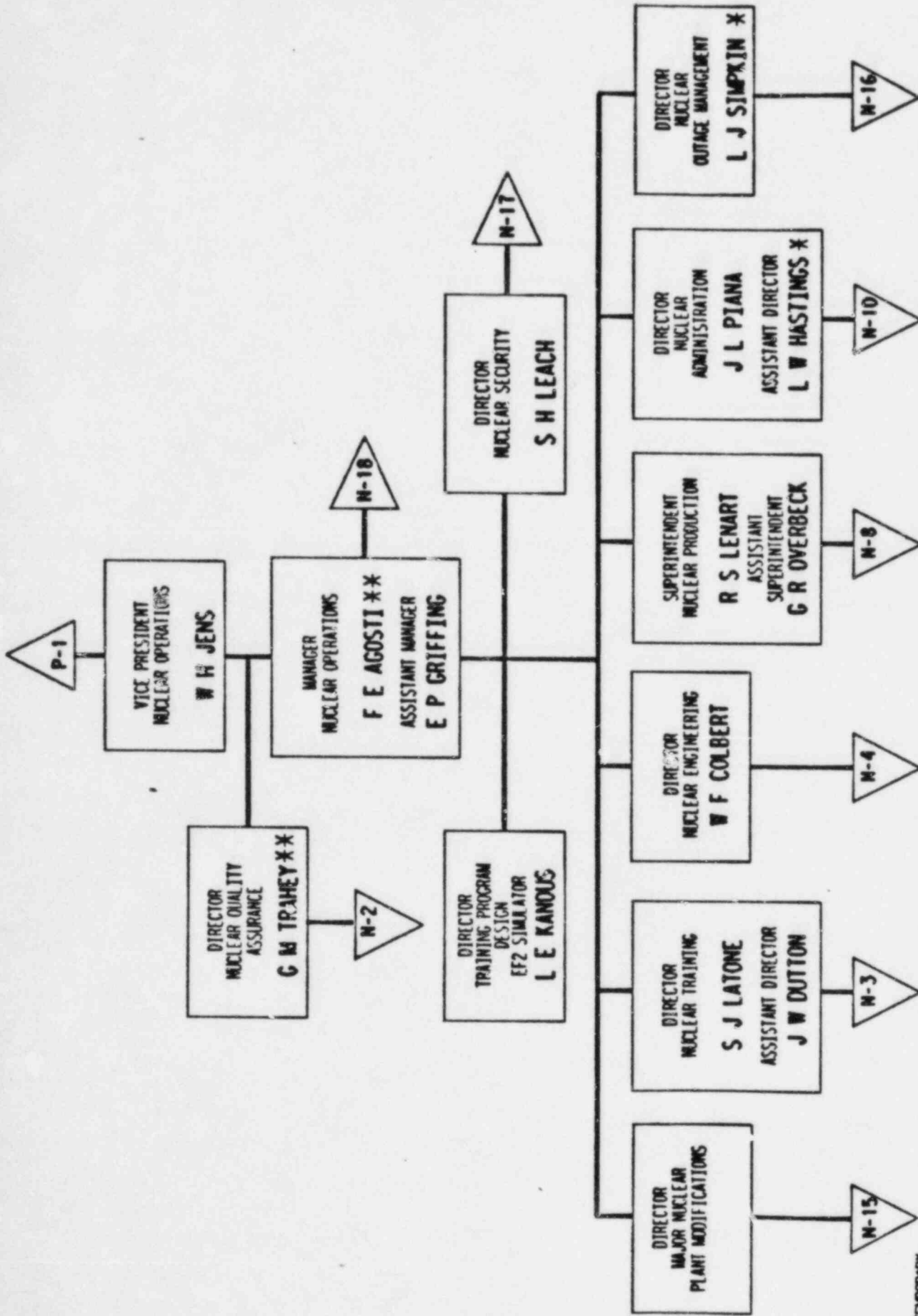
- II. In addition to meeting the minimum stated requirements, each candidate is personally interviewed to evaluate their personal characteristics and to determine the extent of qualifications above the minimum required. Candidates are given preference if they:

- A. Have more than the seven years experience time.
- B. Have been qualified as Engineering Watch Supervisor or Propulsion Plant Supervisor and have corresponding experience.

-OR-

- C. Have held Navy rate as Electronic Technician and have been assigned as Navy Reactor Operator and have experience.
- D. Have been instructors at prototype reactor plants.
- E. Have achieved rank higher than E-5.
- F. Have graduated in the top 25% of their class at Nuclear Power School and Prototype Training School.

III. Presently, all licensed operator personnel meet all the stated minimum requirements and approximately 75% of the licensed operator personnel meet the additional preferred requirements.



* TEMPORARY
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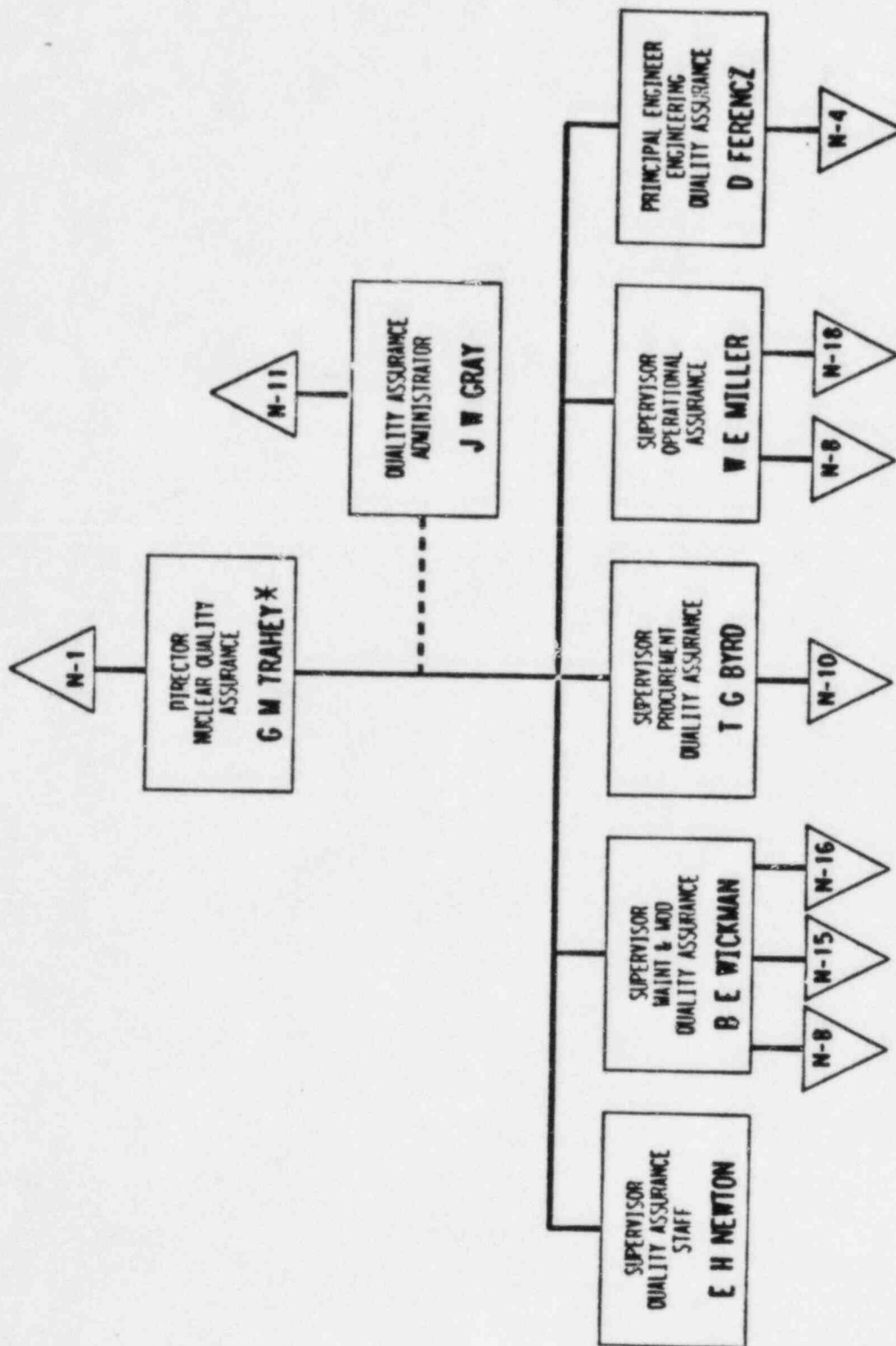
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Detroit
 Edison

ORGANIZATION CHARTS

VICE PRESIDENT
 NUCLEAR OPERATIONS
 NOVEMBER 27, 1983

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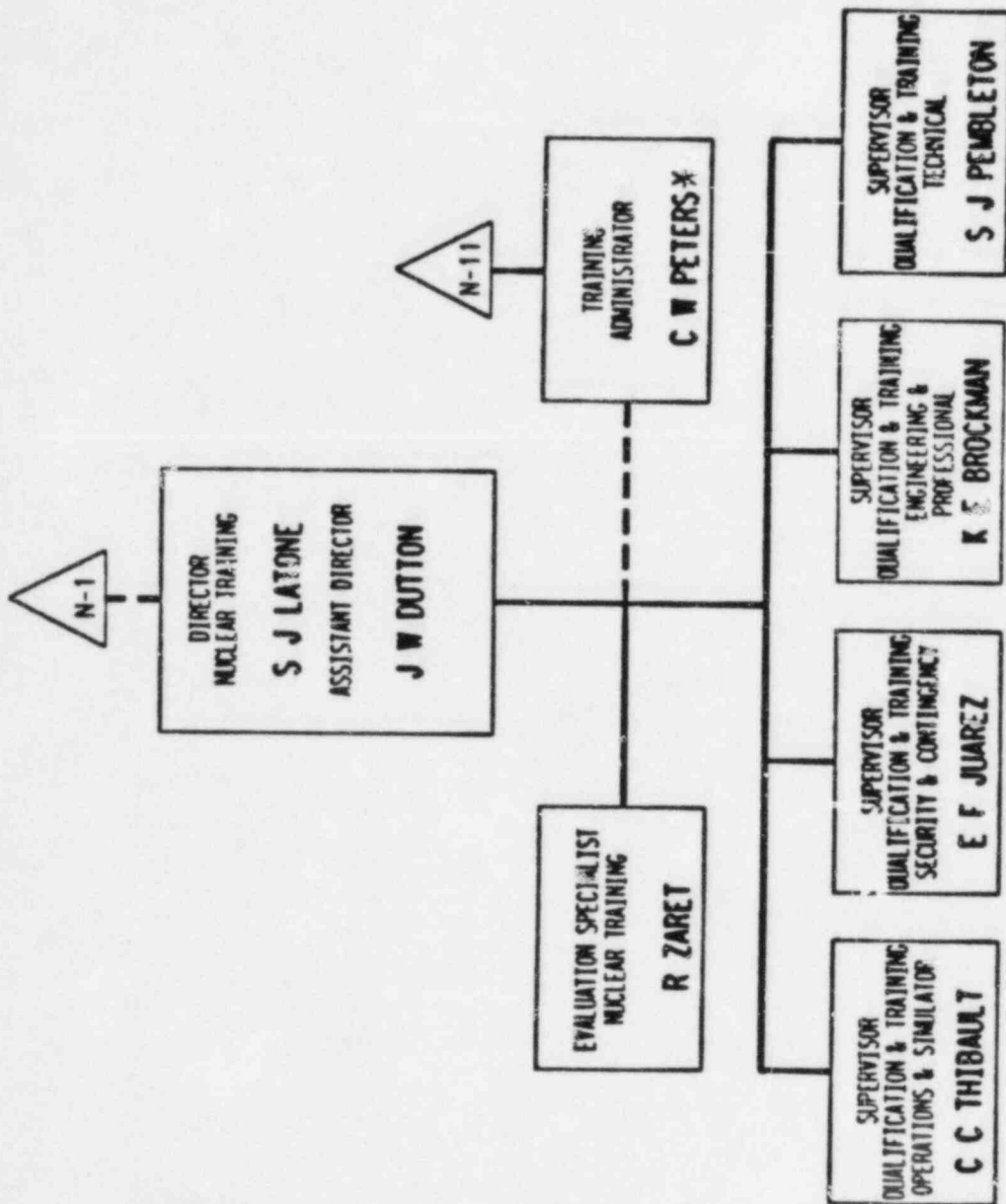
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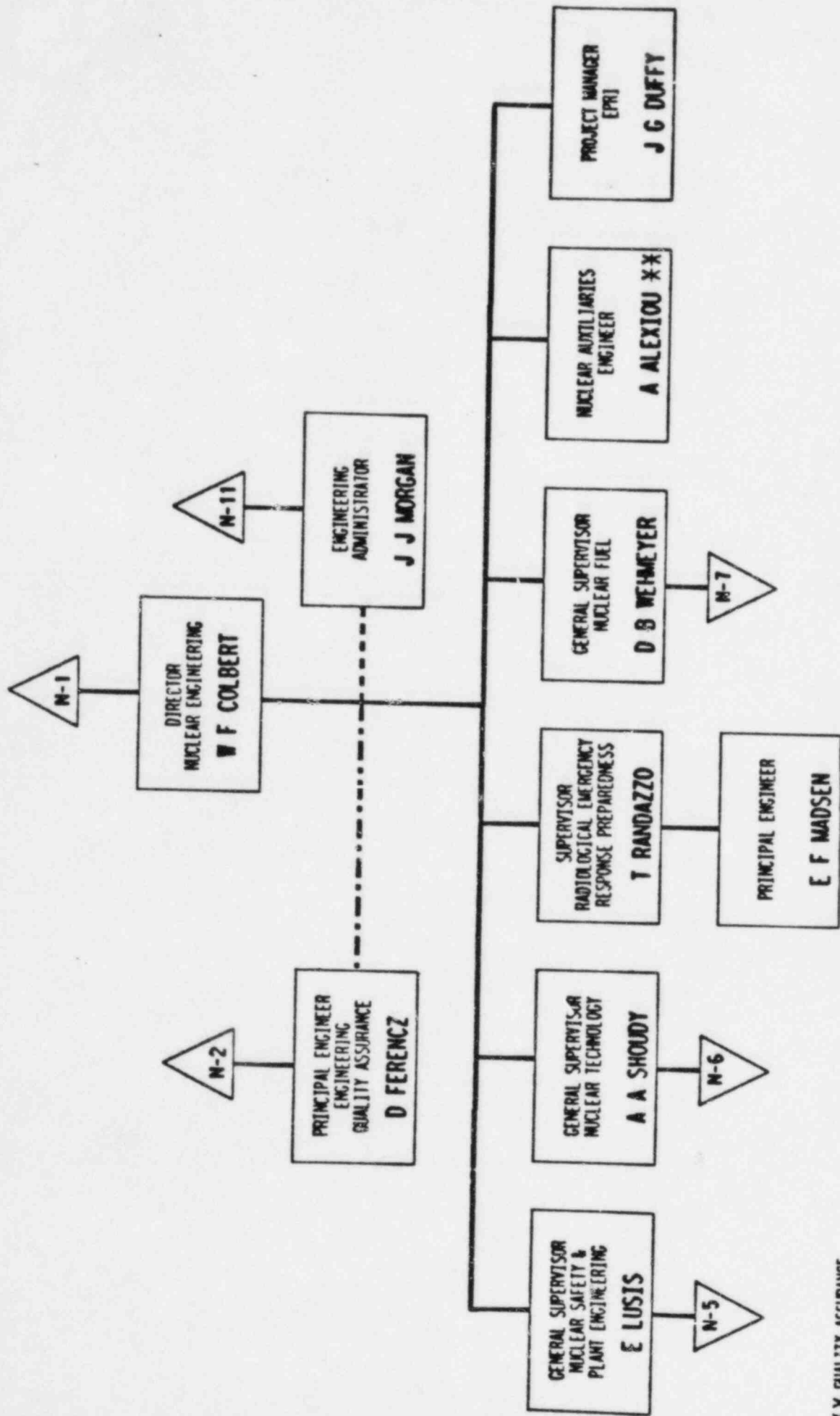
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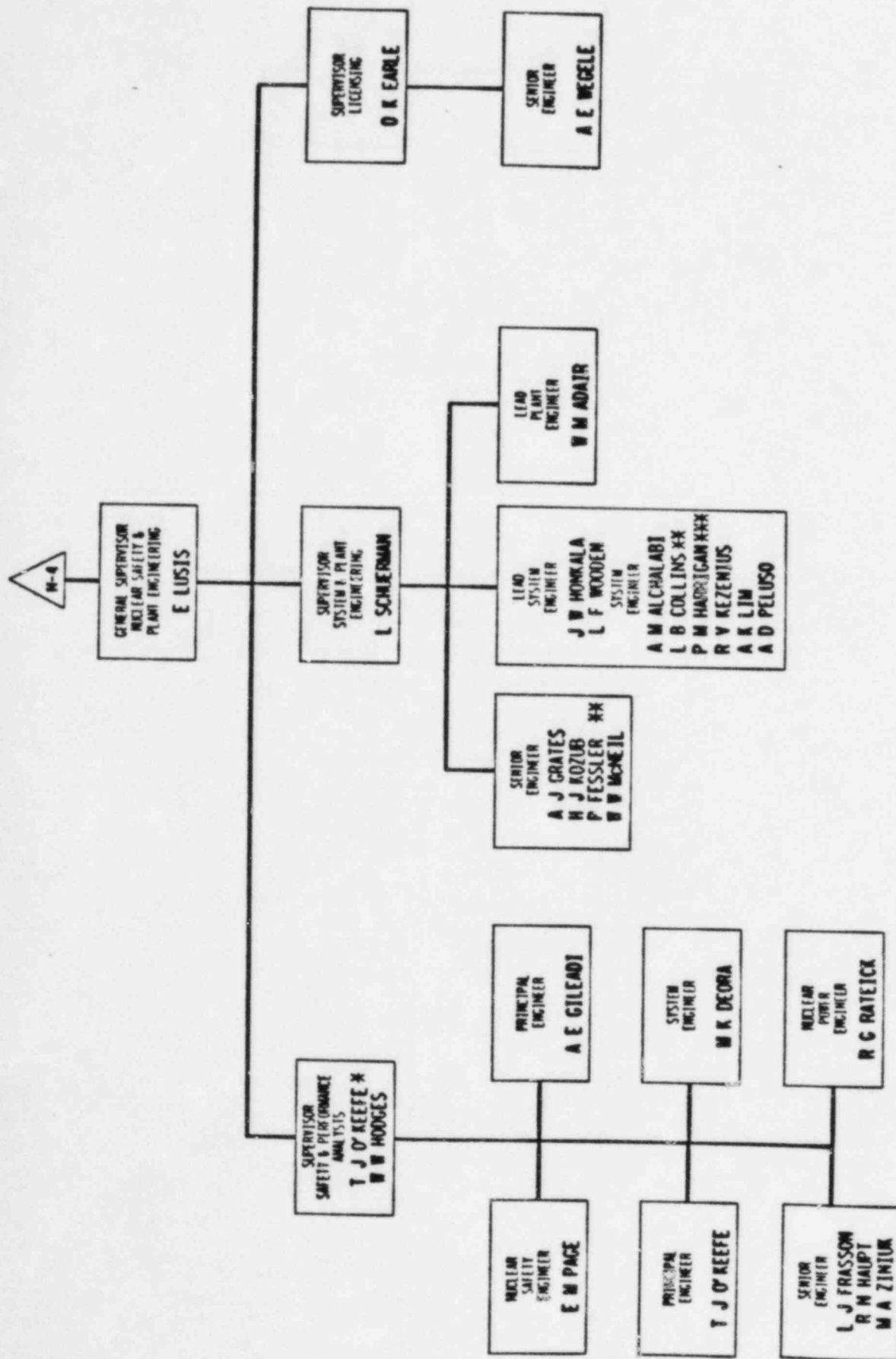
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* HYDROLOGIST
** STARTUP
*** TECHNICAL

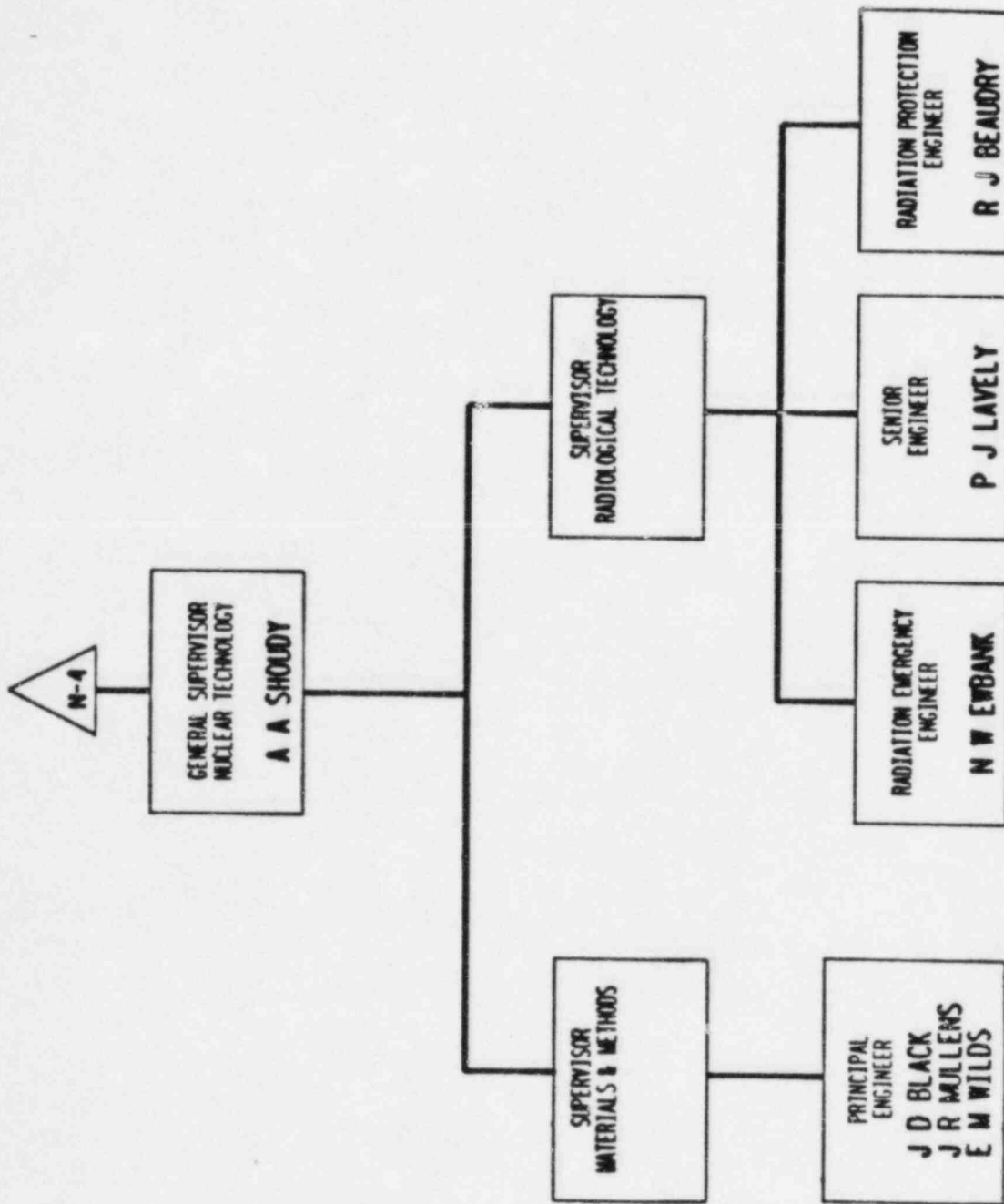
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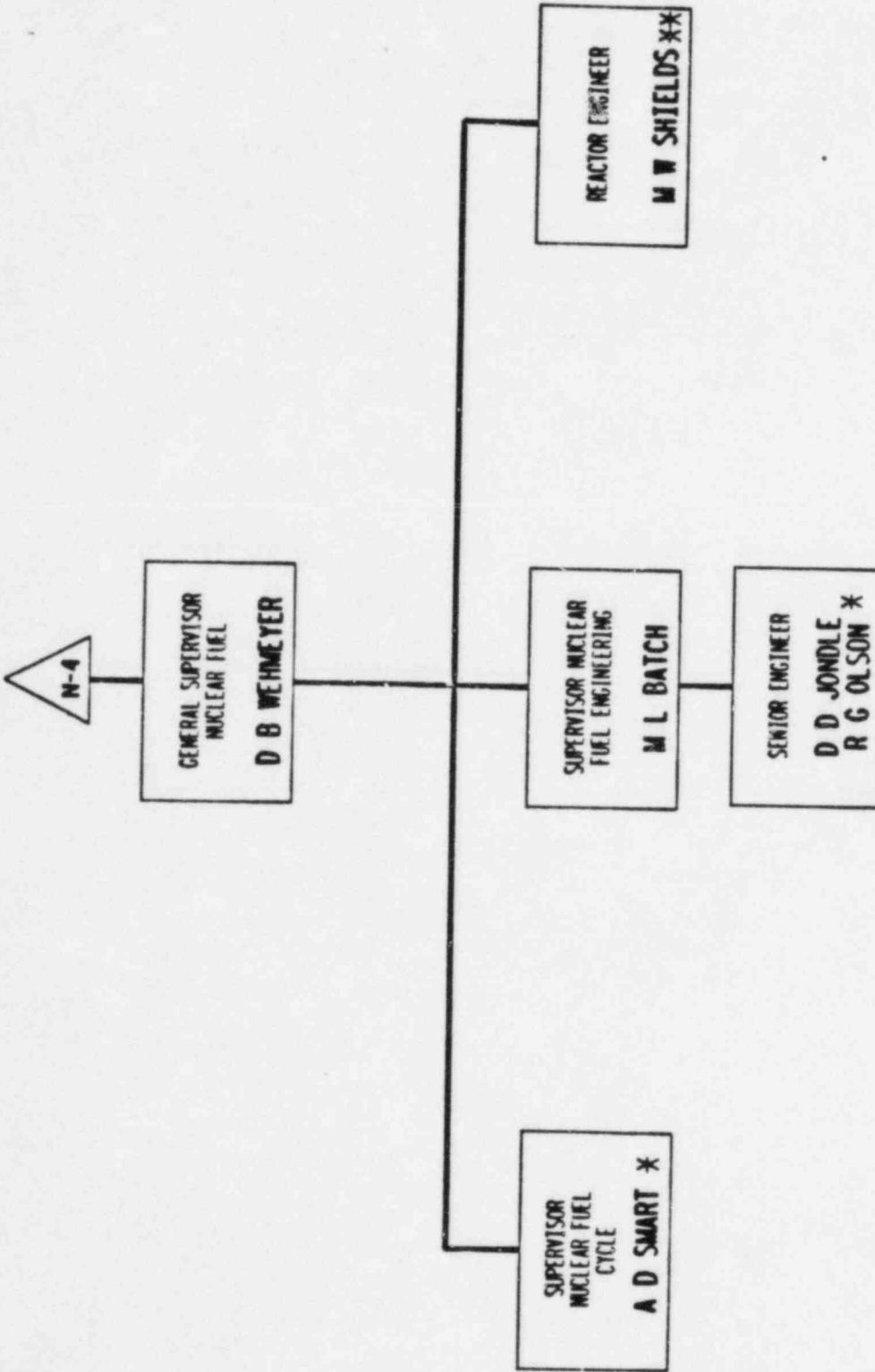
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* TEMPORARY
** STARTUP

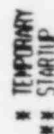
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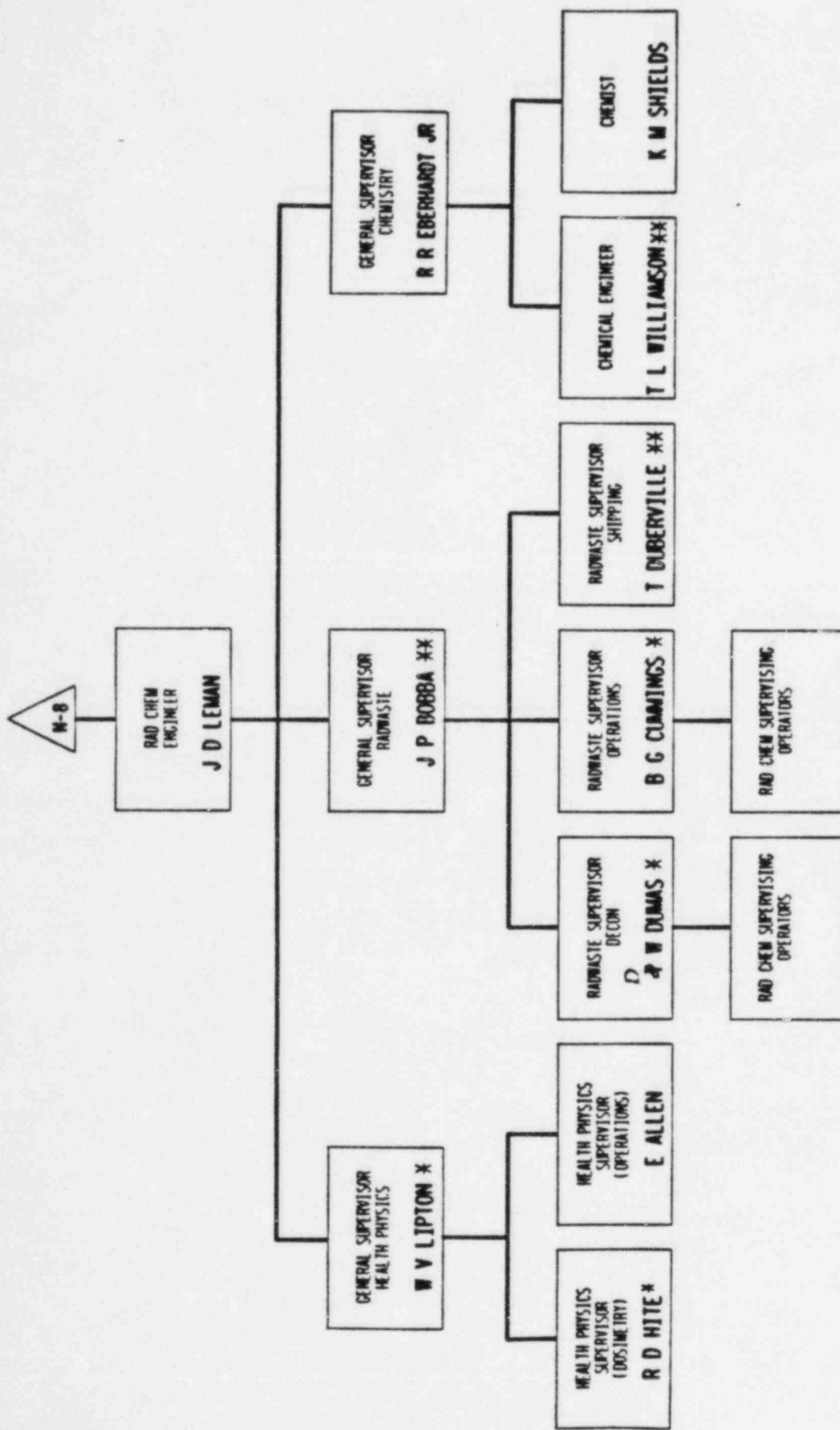
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NUCLEAR ENGINEERING
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NUCLEAR PRODUCTION
NOVEMBER 27, 198



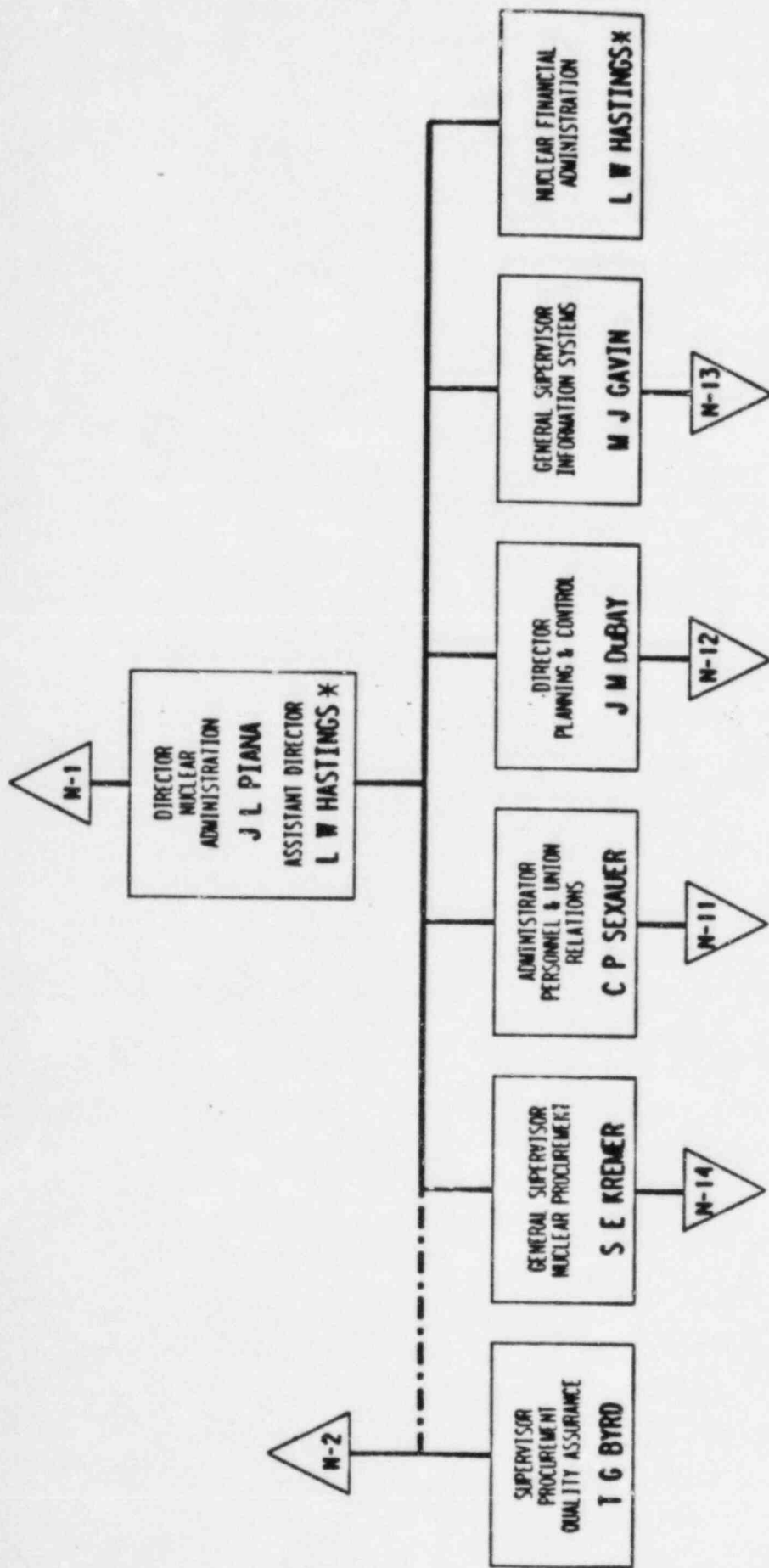
* ACTING
** CONTRACT LABOR

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NUCLEAR PRODUCTION
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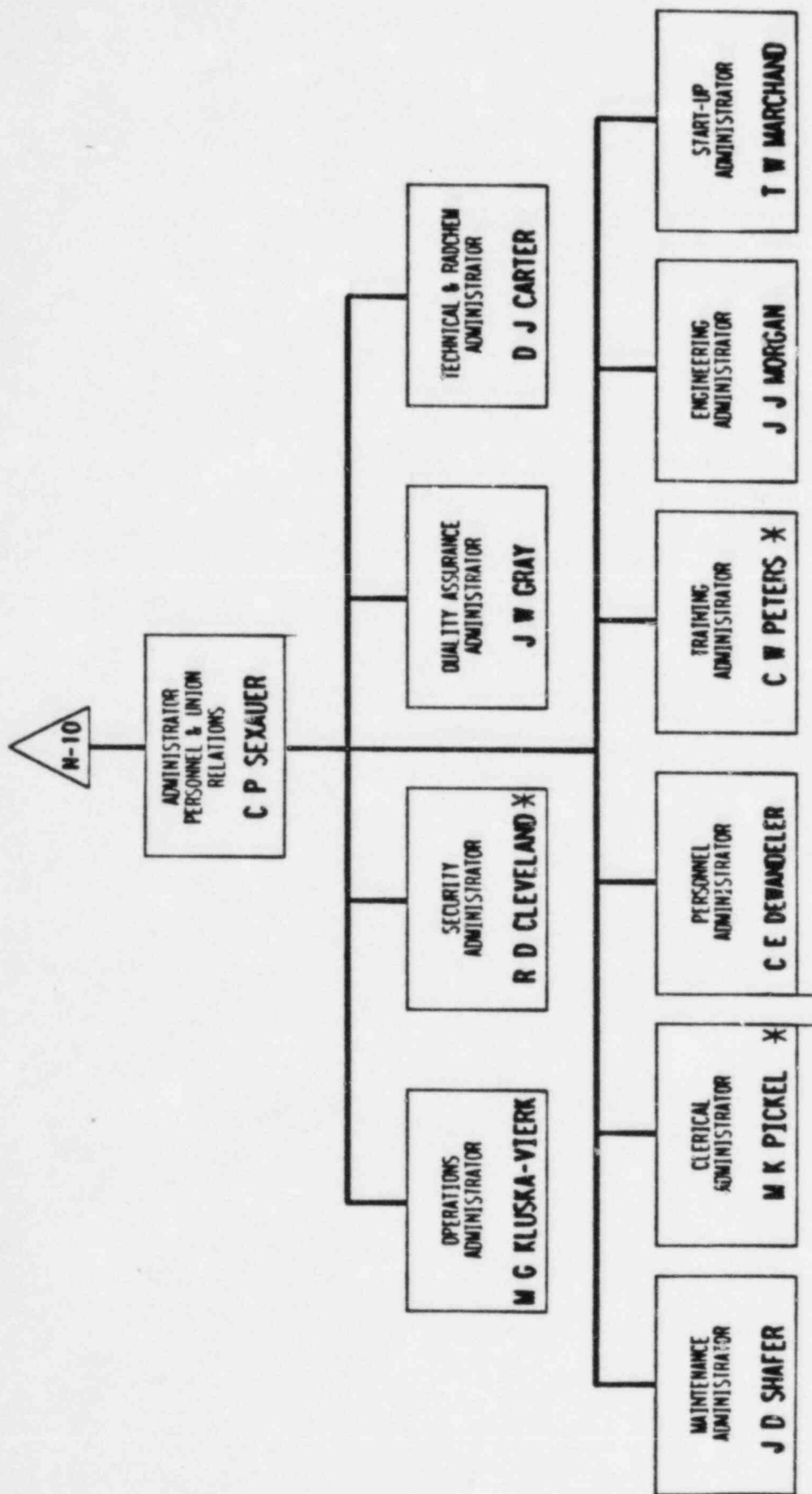
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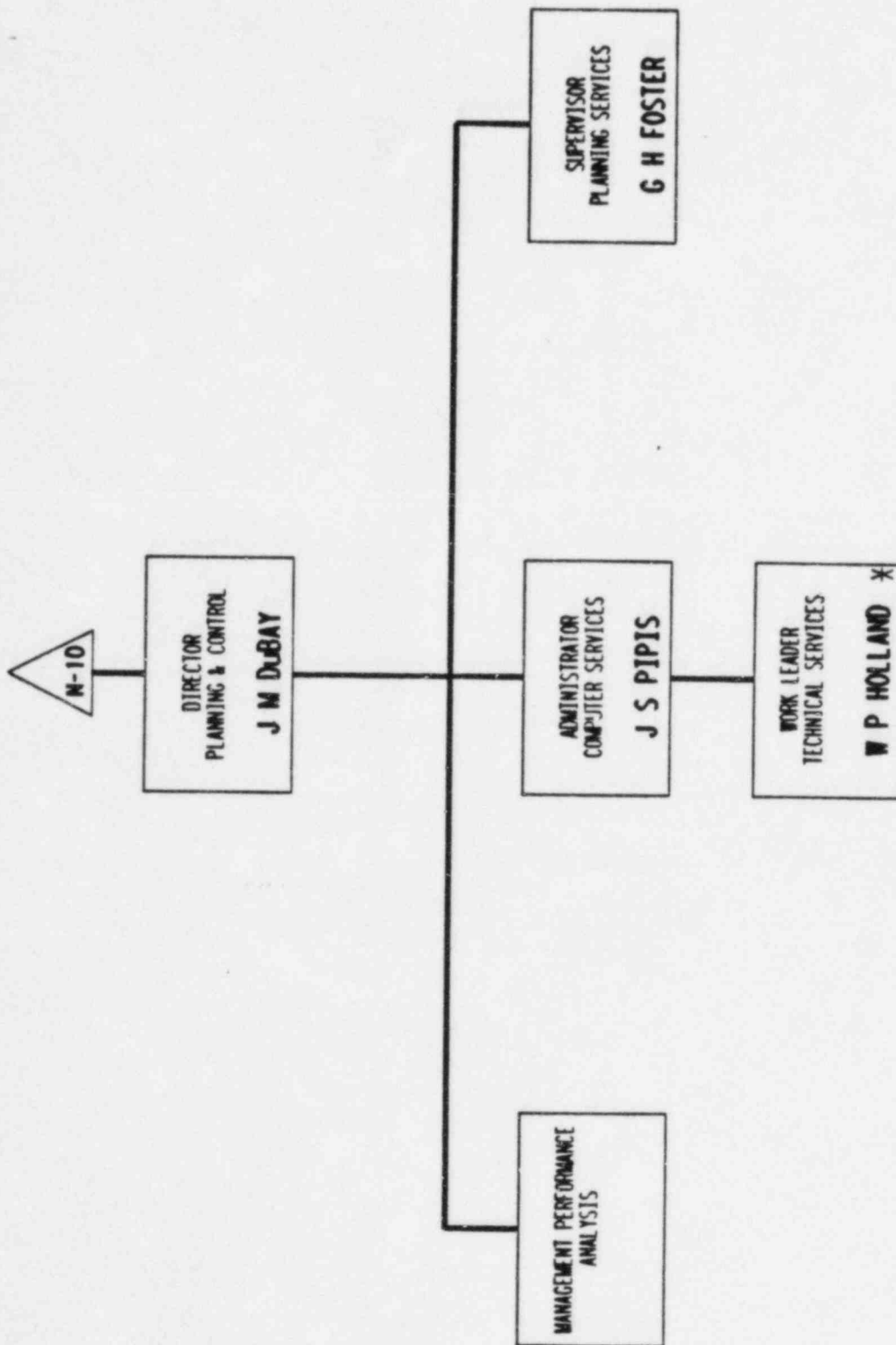
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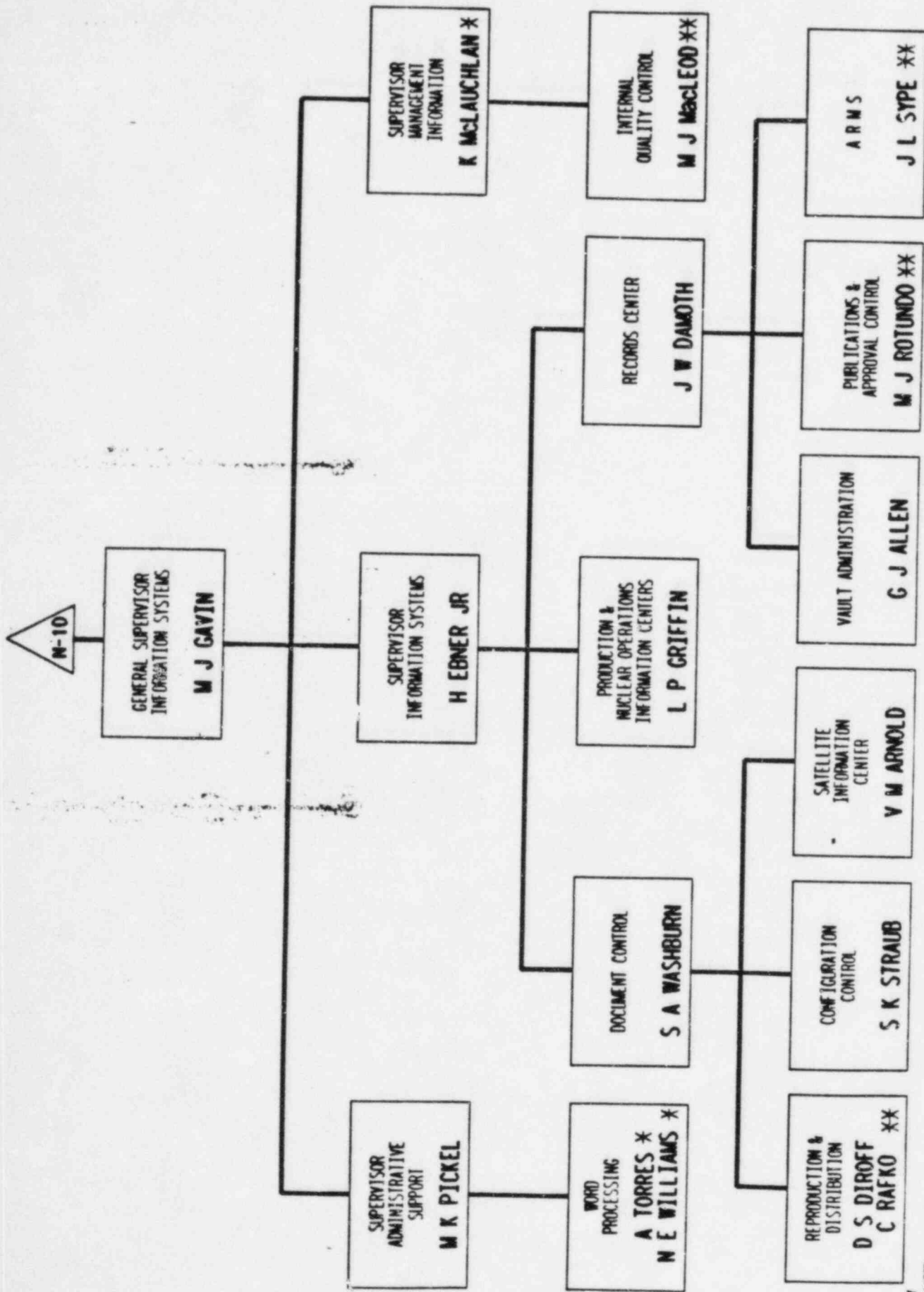
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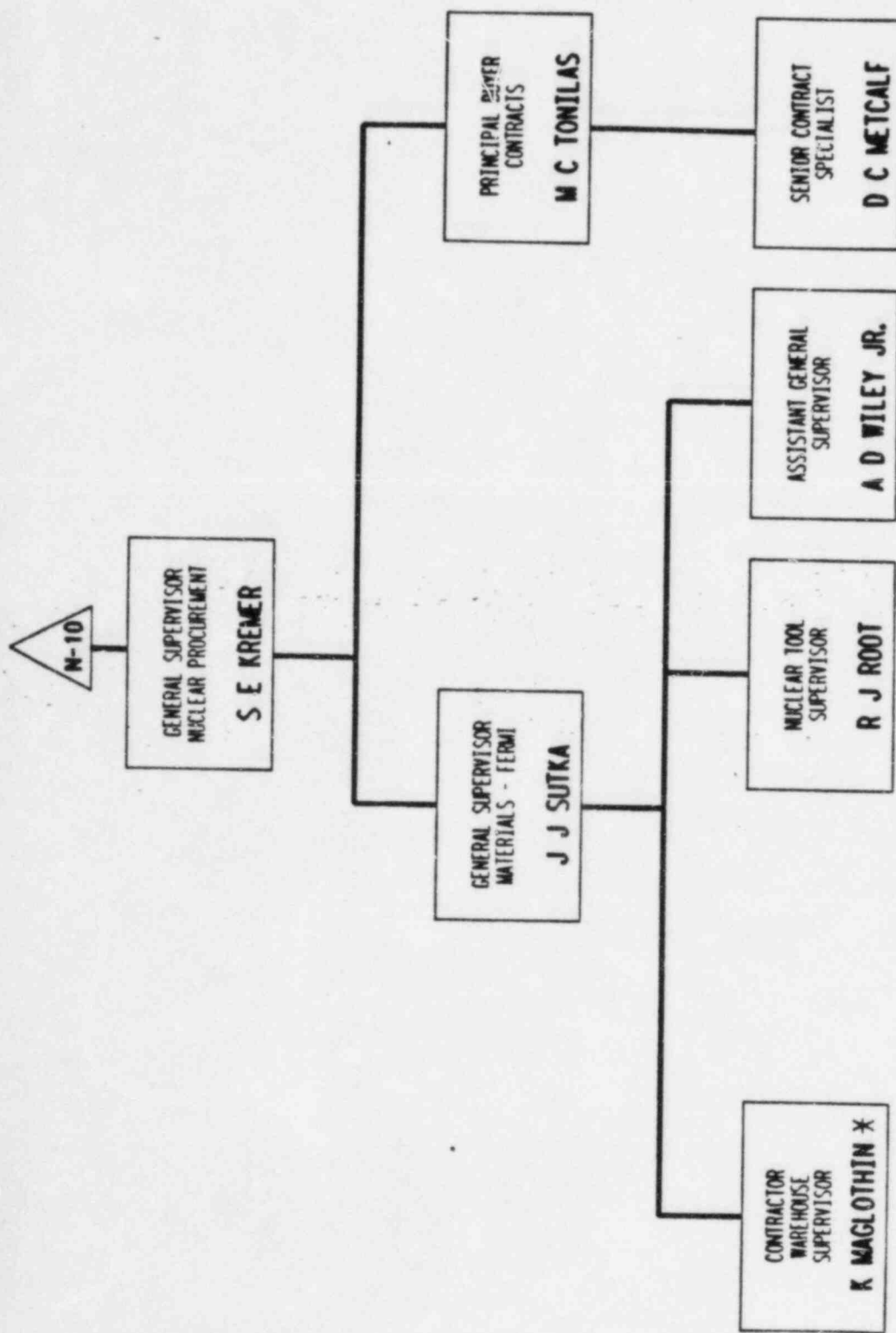
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* CONTRACT LABOR FOR PROJECT RESPONSIBILITIES

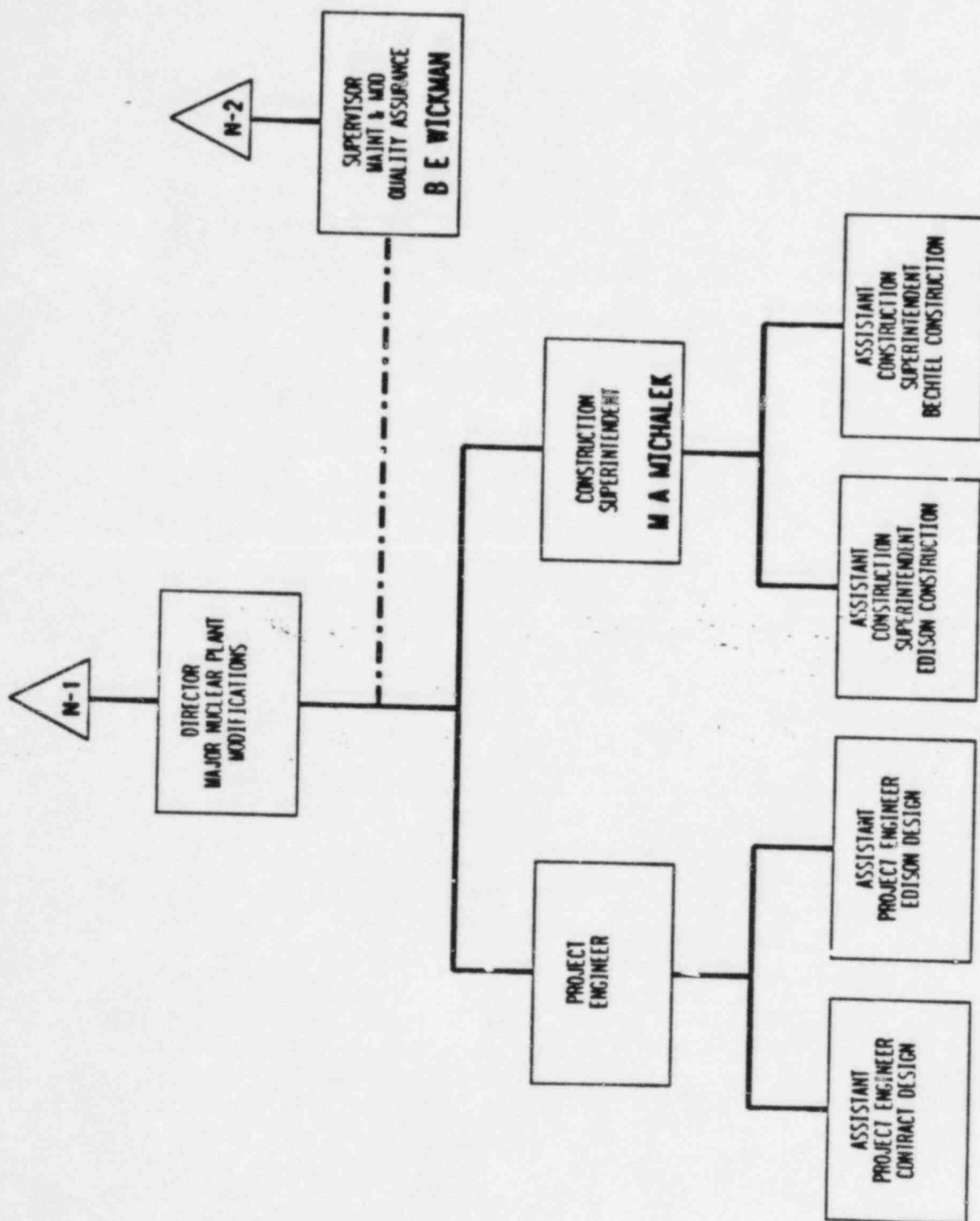
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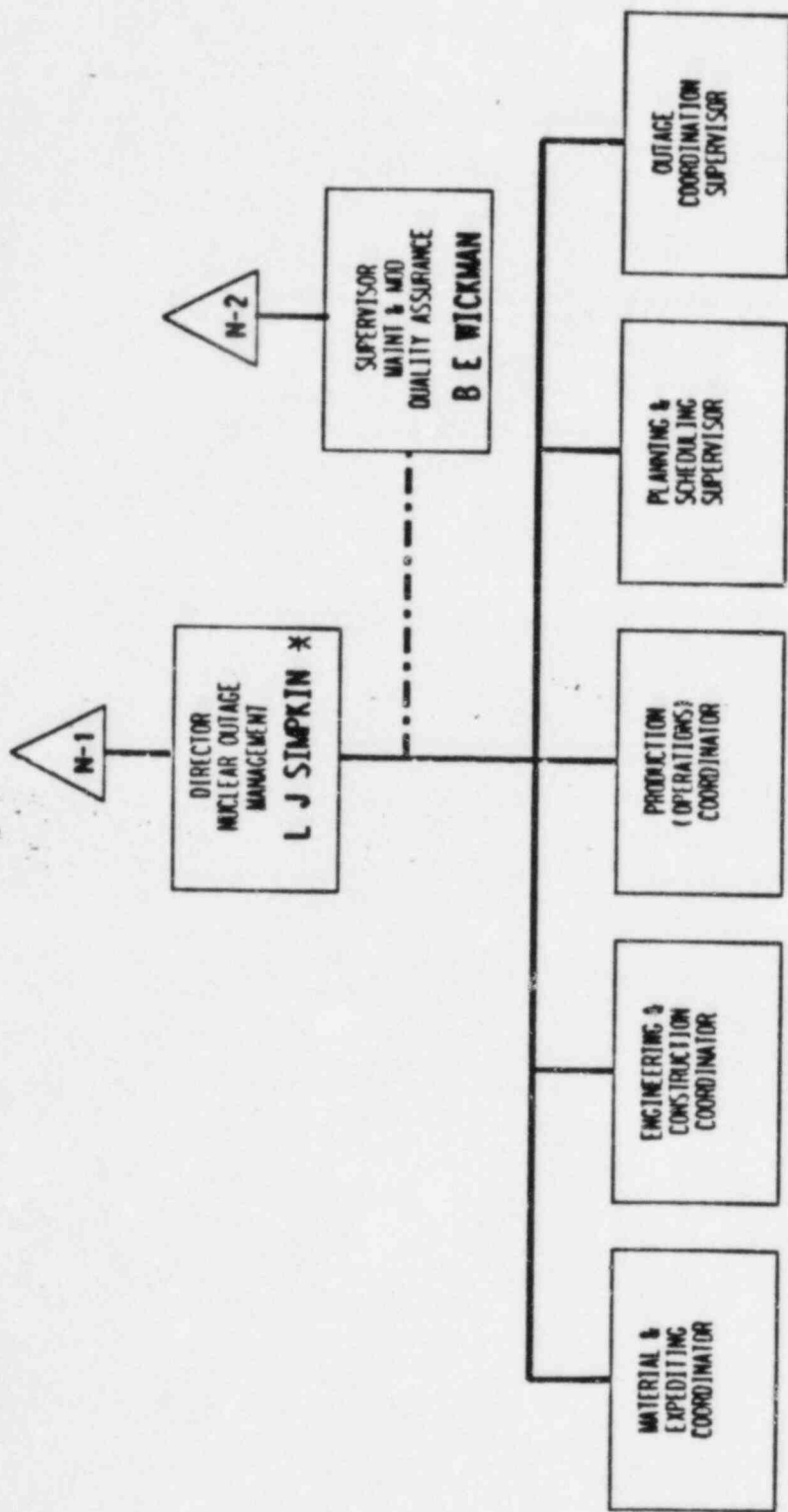
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NUCLEAR MAJOR PLANT MODIFICATIONS
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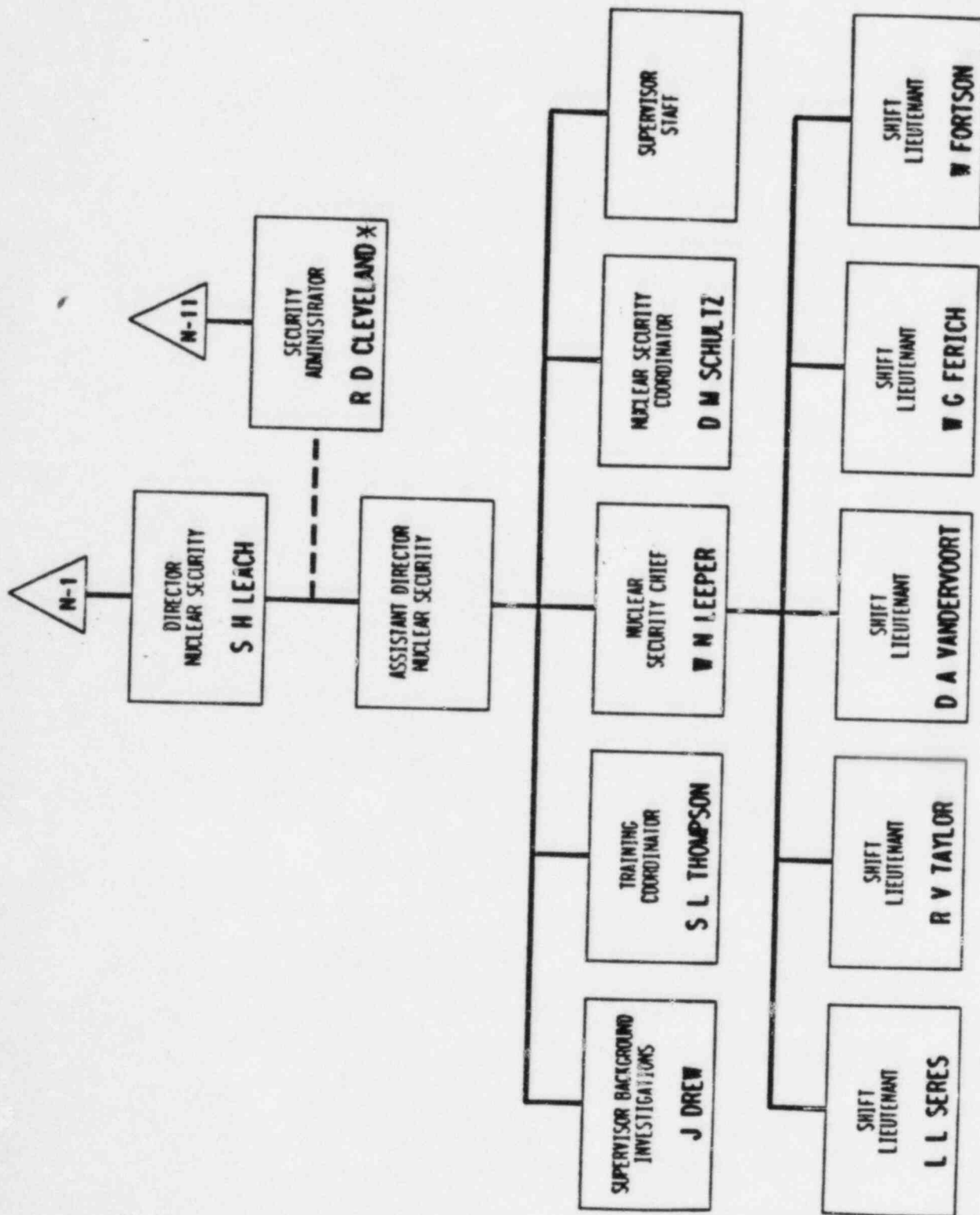
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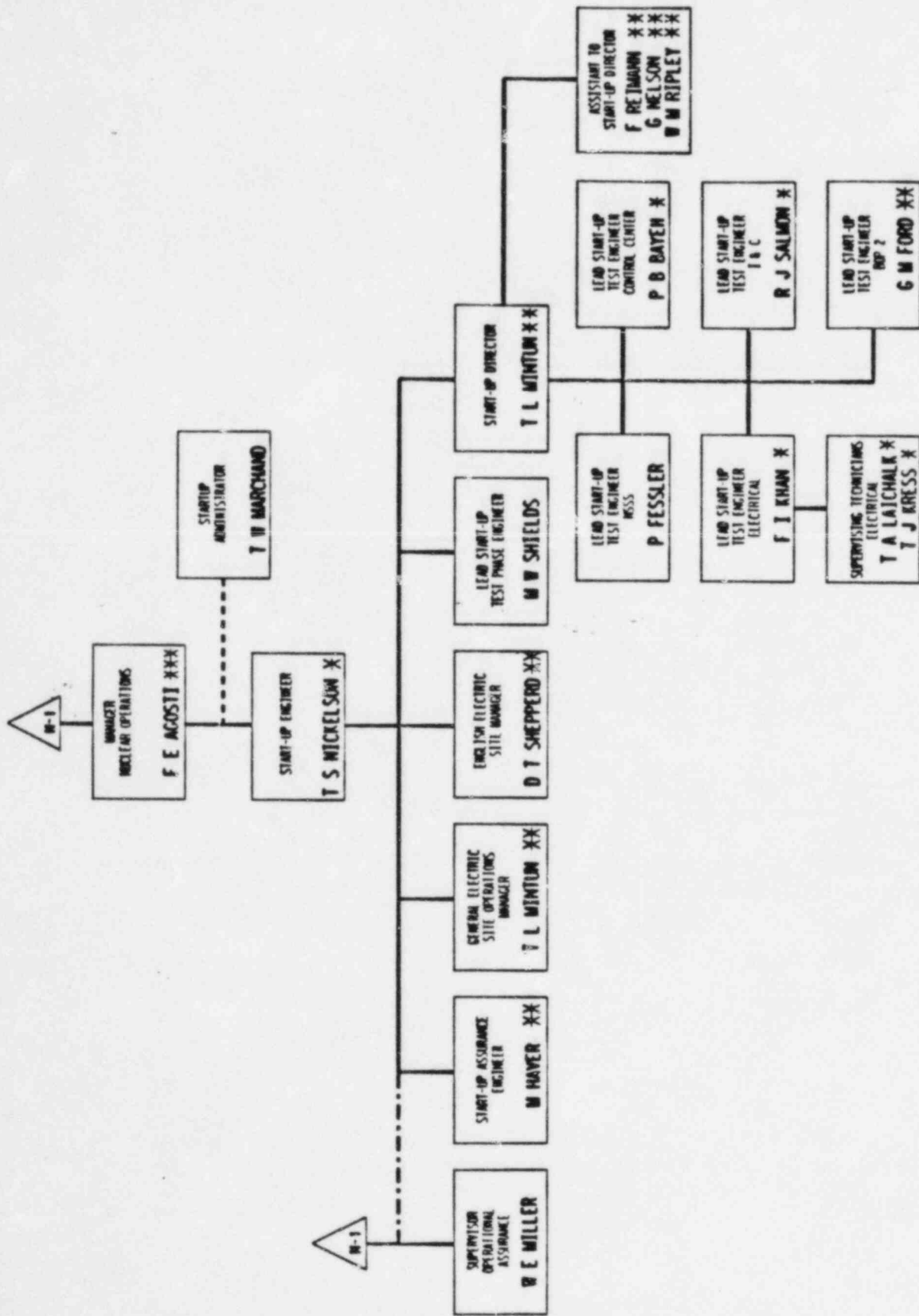
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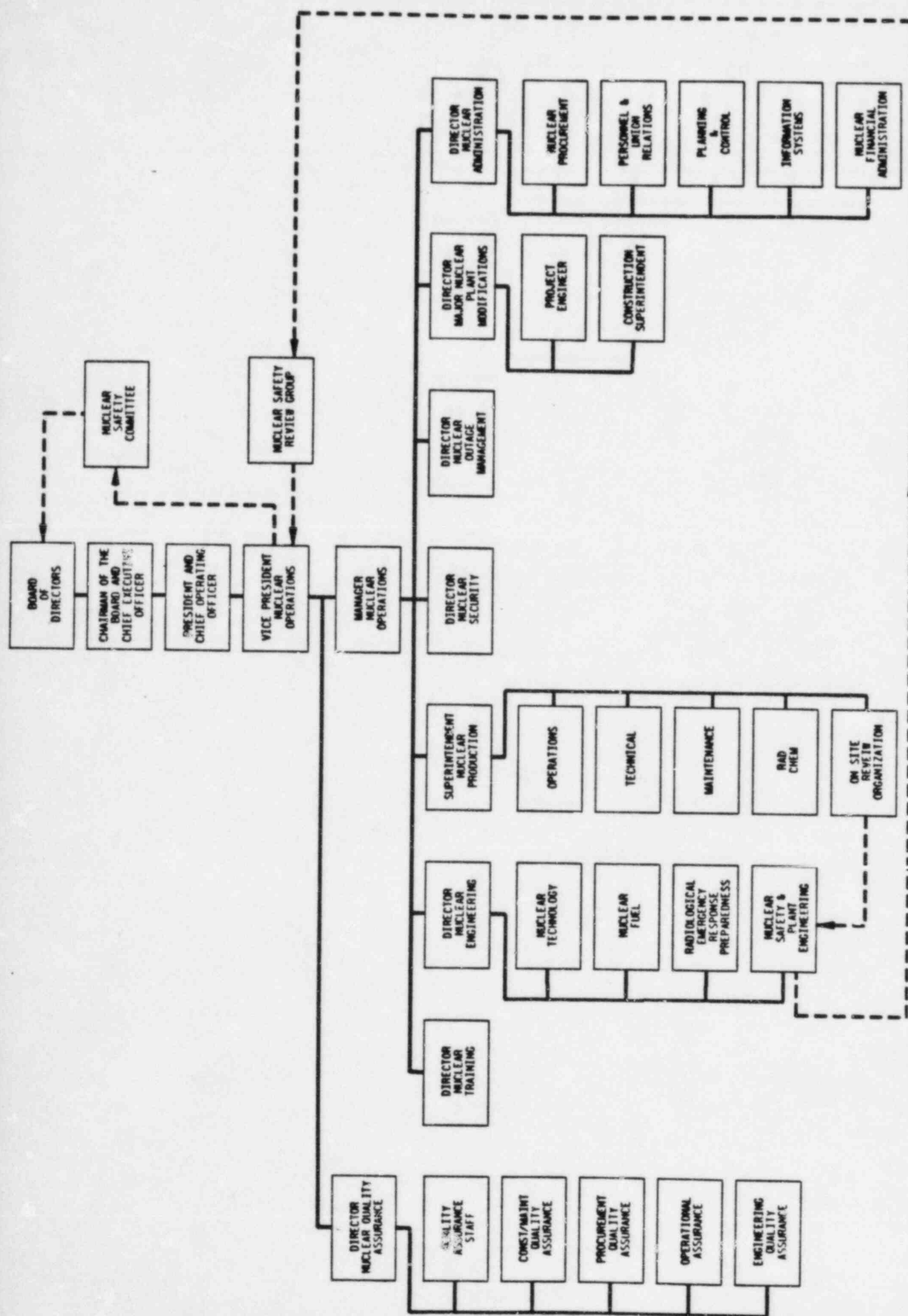


* VOLUNTARY
 ** CONTINGENT LABOR
 *** TEMP ASSIGNMENT UNTIL 3 MO PRIOR TO FUEL LOAD

PLACEMENT OF JOB TITLES
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 ORGANIZATION CHARTS

START-UP
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PLACEMENT OF JOB TITLES
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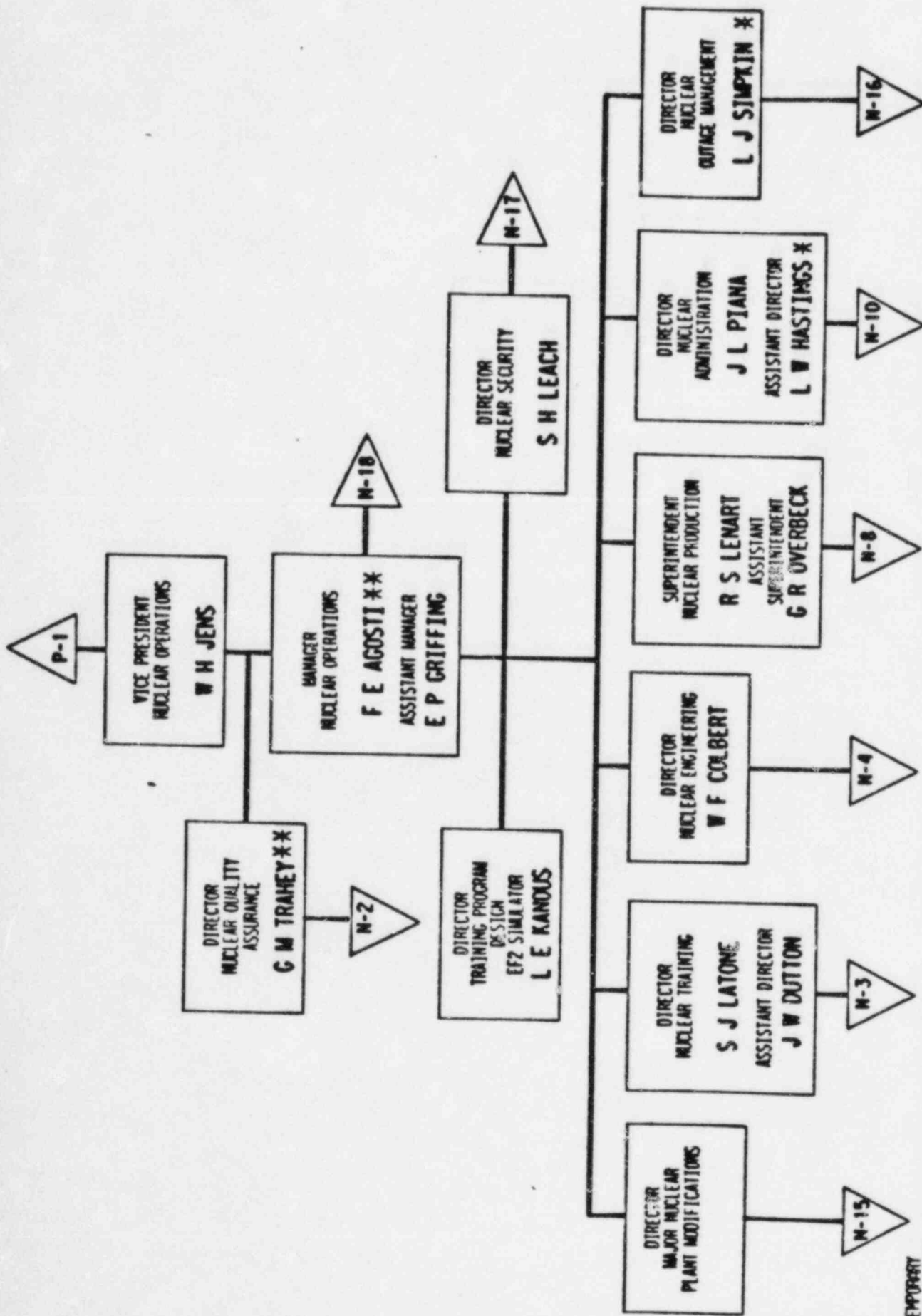
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**NUCLEAR SAFETY
ORGANIZATION**

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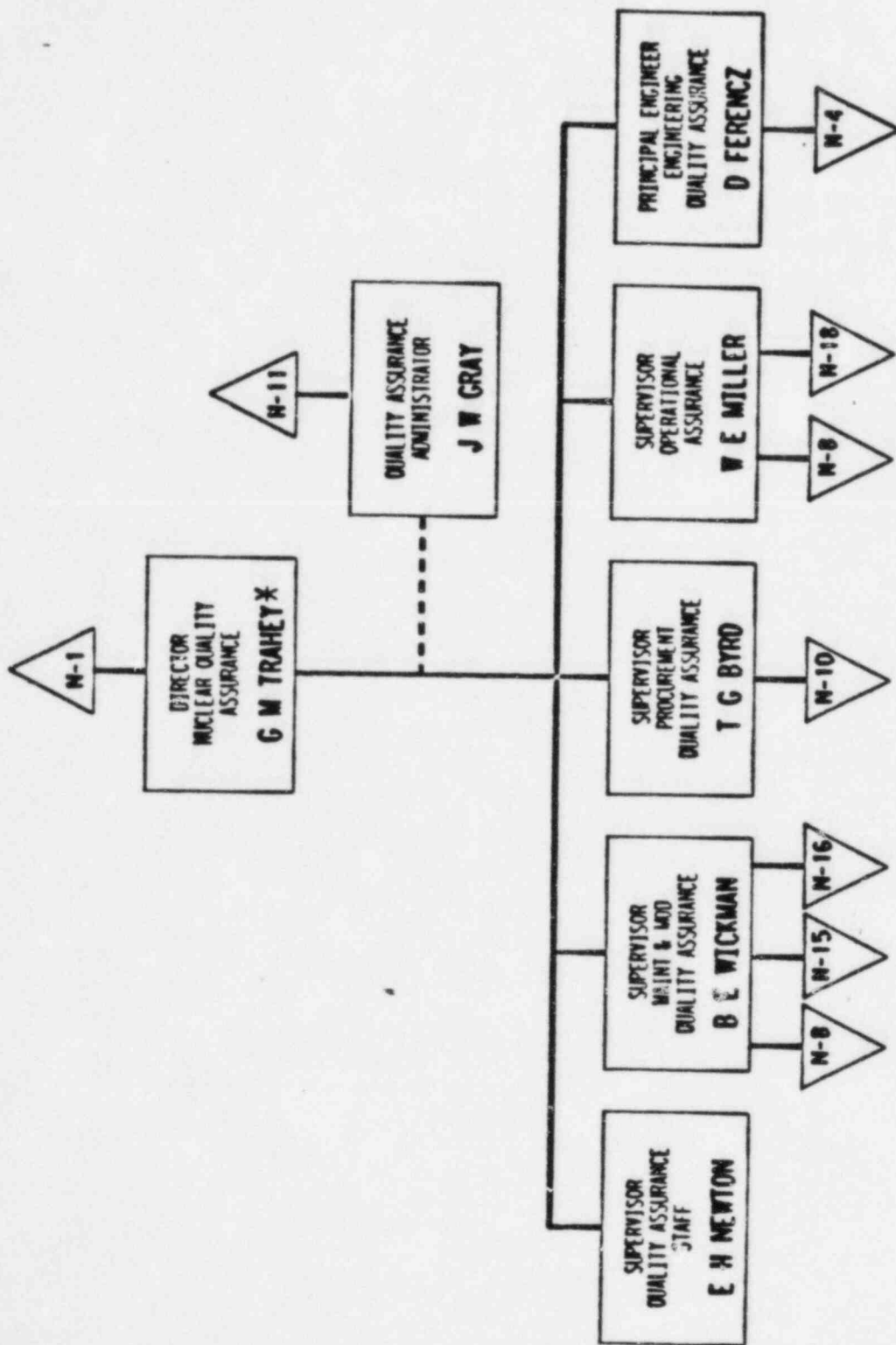
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VICE PRESIDENT
NUCLEAR OPERATIONS
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* TEMP ASSIGN UNTIL 3 MO PRIOR TO FUEL LOAD

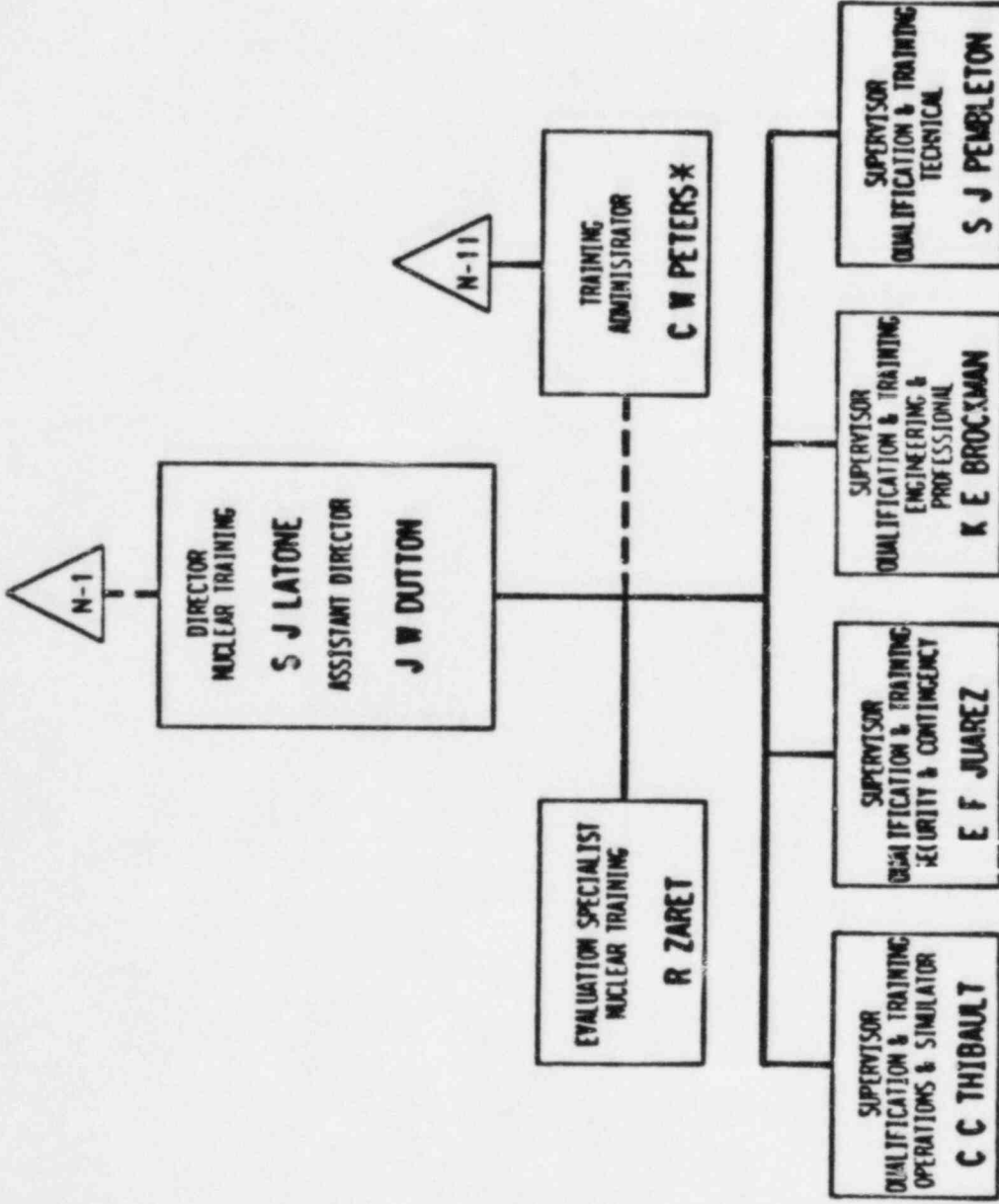
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ORGANIZATION CHARTS

QUALITY ASSURANCE
NOVEMBER 27, 1983

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* TEMPORARY

PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

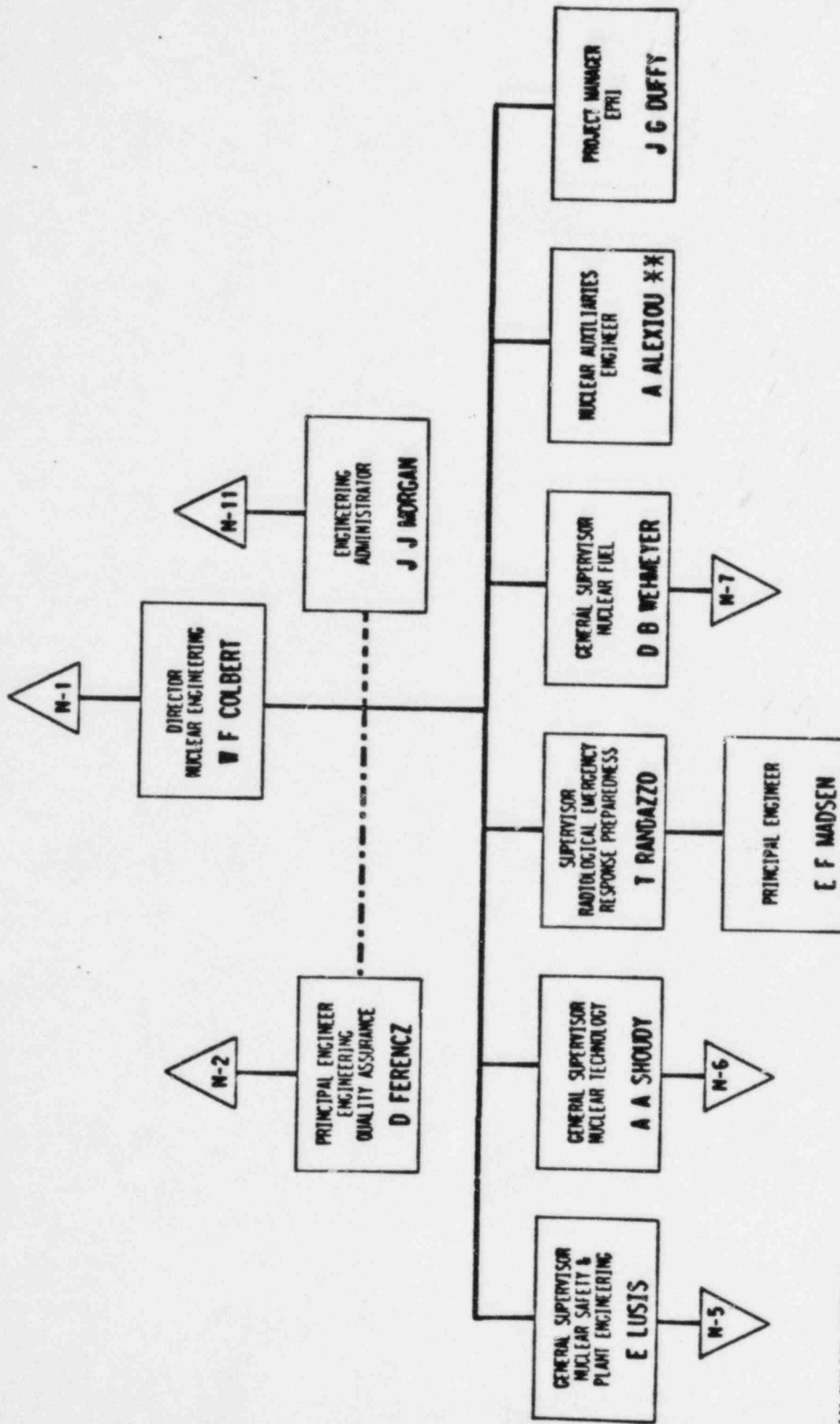
Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR TRAINING

NOVEMBER 23, 1983

N-3



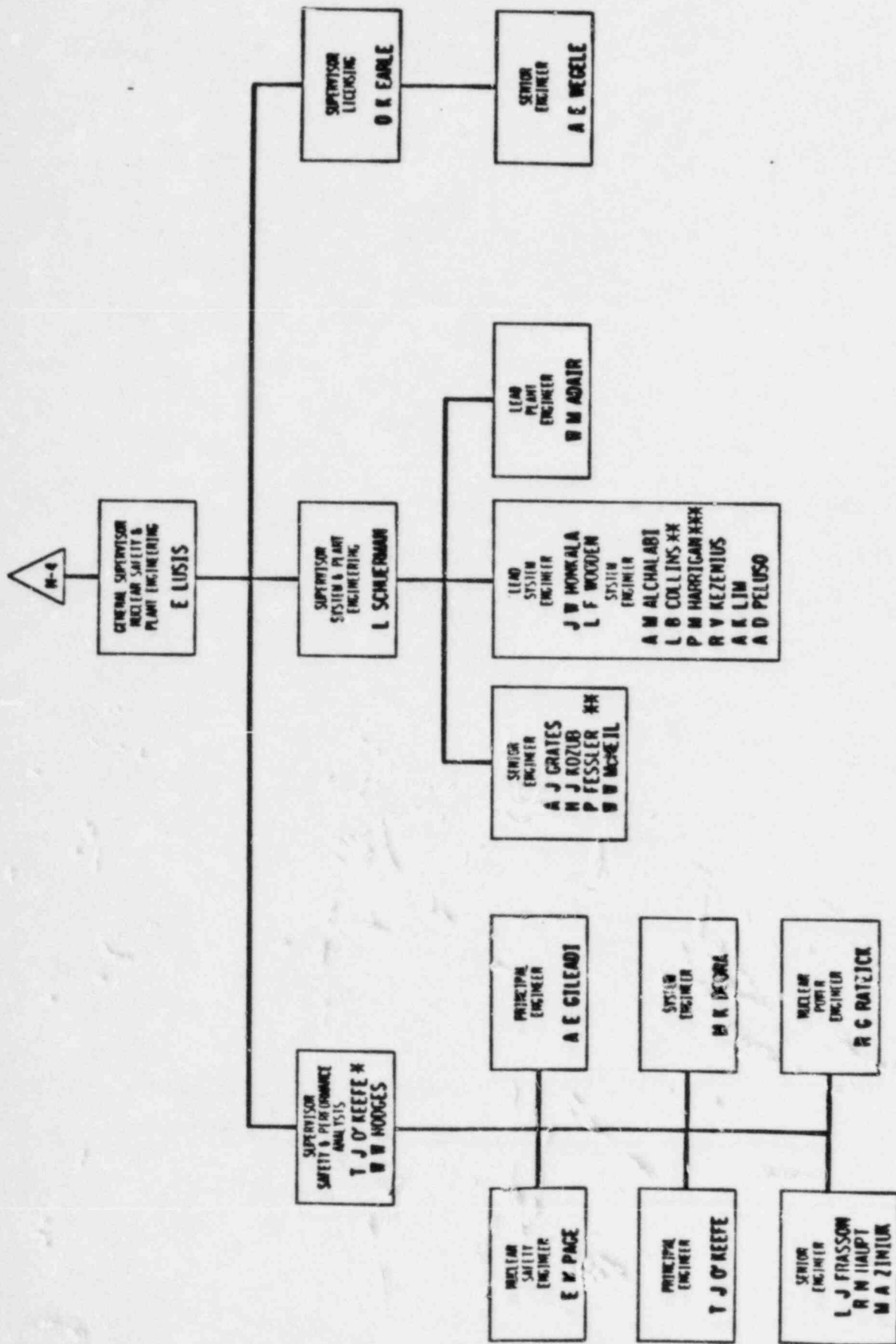
** QUALITY ASSURANCE

PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

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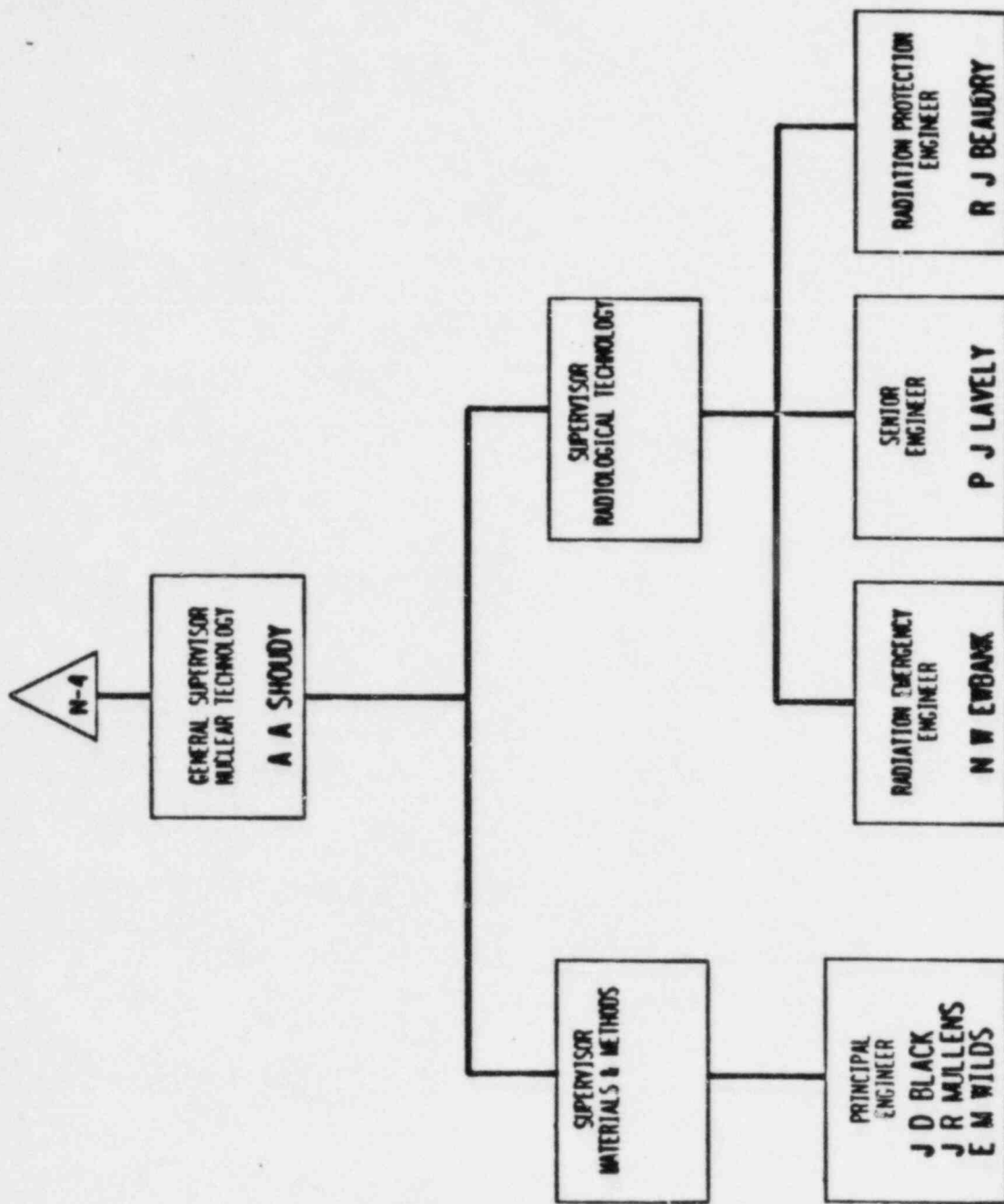
* STUDENT
** SENIOR
*** TECHNICIAN

PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR ENGINEERING
NOVEMBER 27, 1983



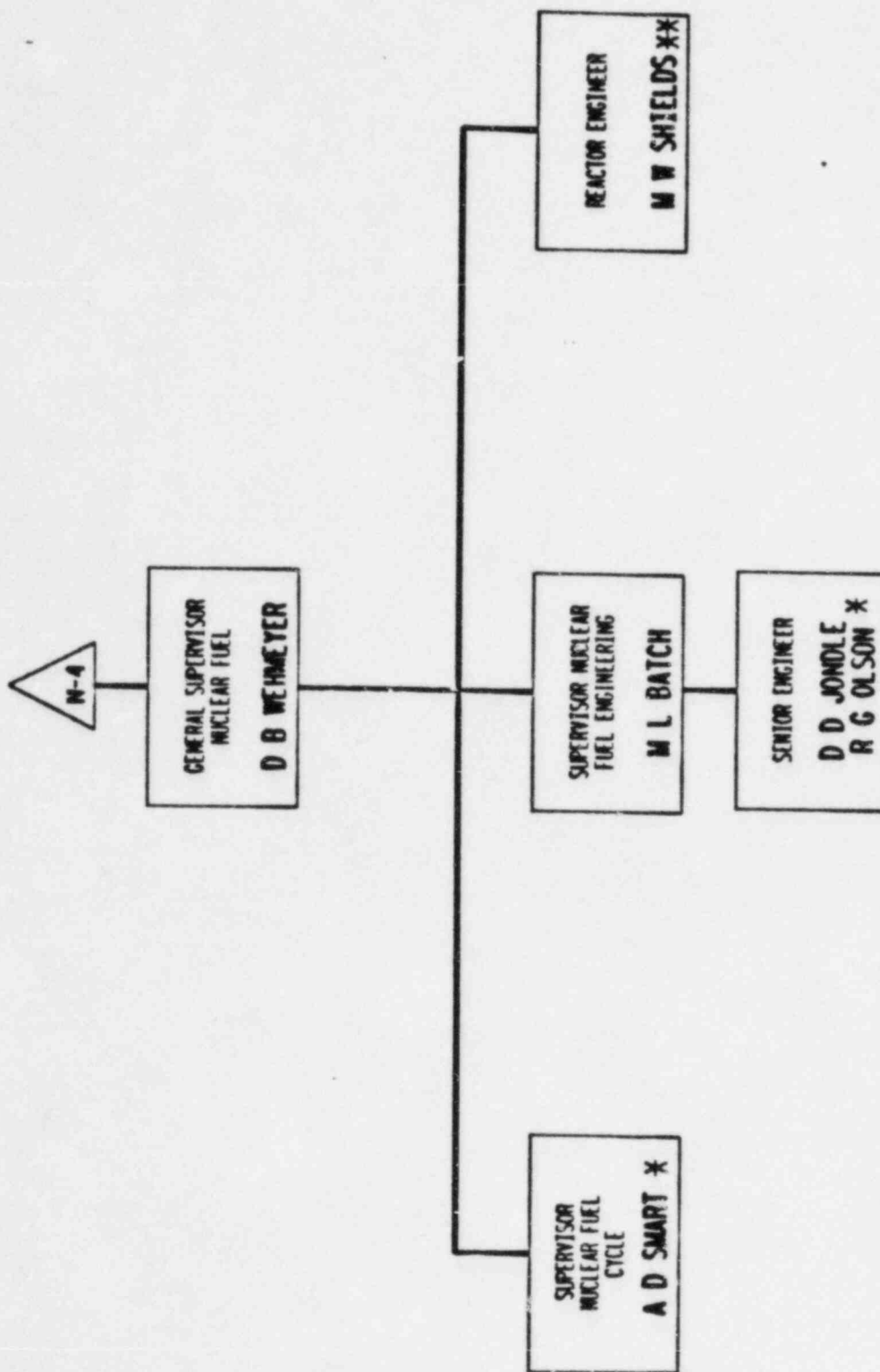
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR ENGINEERING
NOVEMBER 27, 1983

N-6



* TEMPORARY
** START

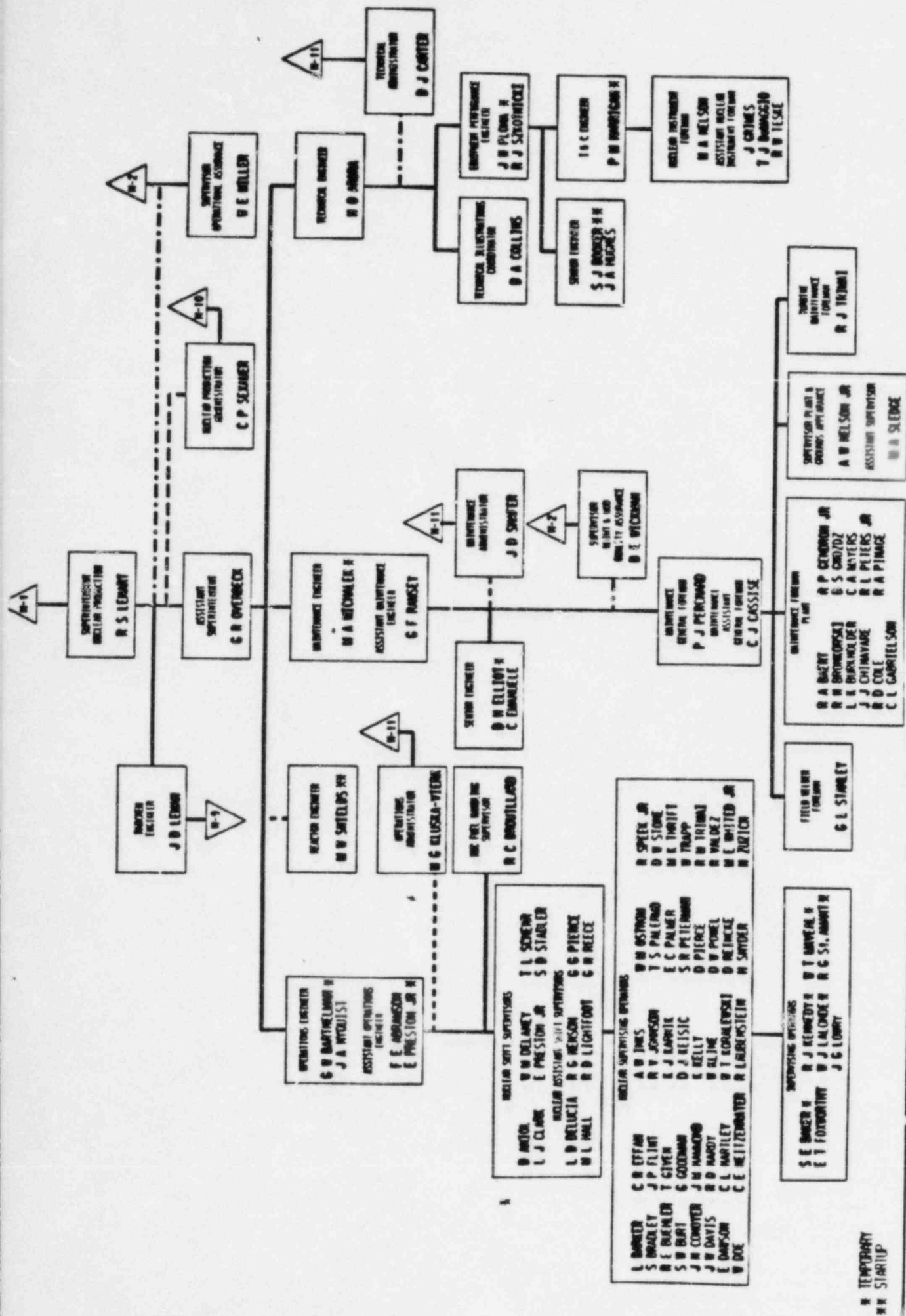
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
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Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR ENGINEERING
NOVEMBER 27, 1983

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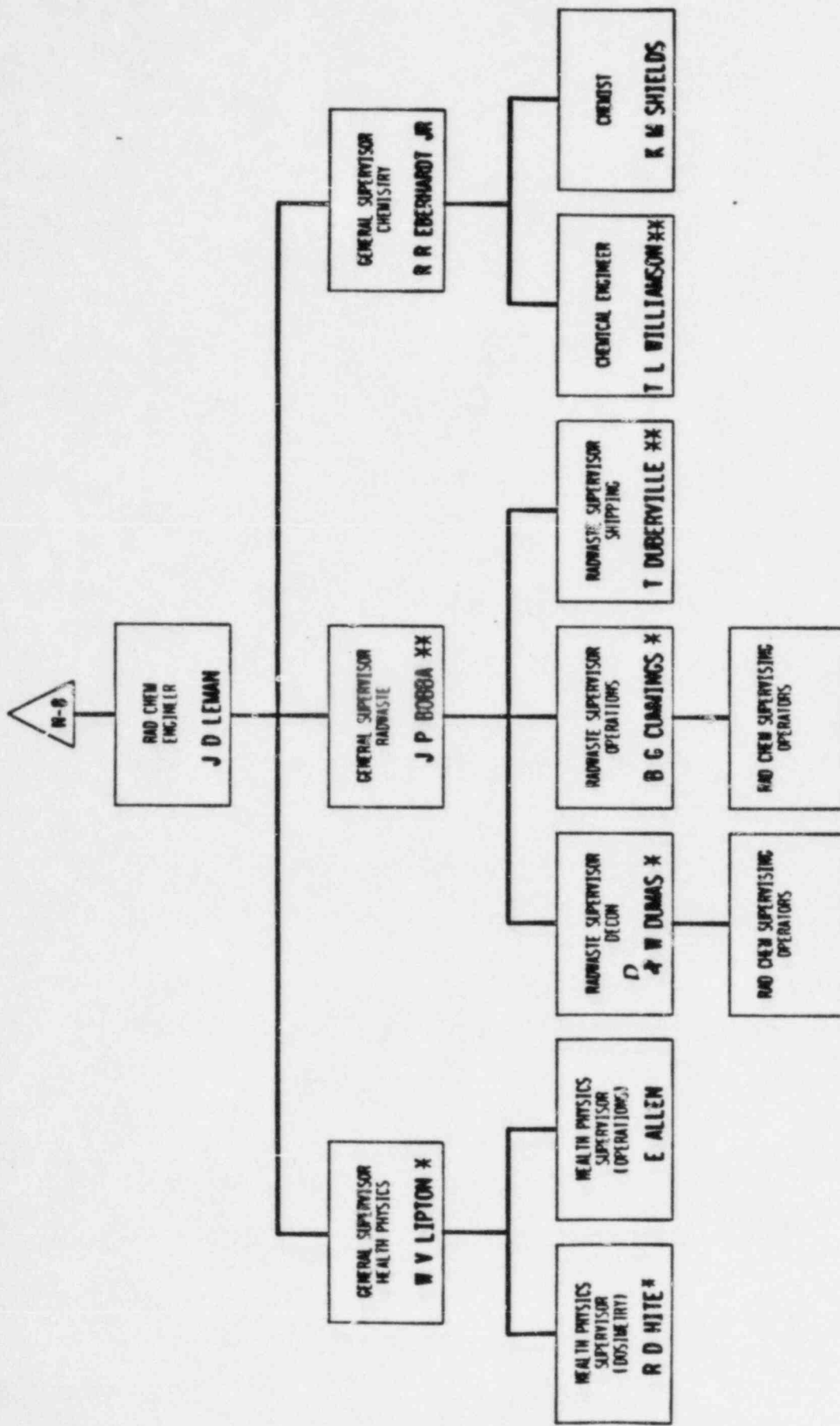


PLACEMENT OF JOB TITLES
 SHOWS REPORTING RELATIONSHIPS
 RATHER THAN ORGANIZATIONAL LEVELS

Detroit
 Edison
 ORGANIZATION CHARTS

NUCLEAR PRODUCTION
 NOVEMBER 27, 1983

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* ACTING
** CONTRACT LABOR

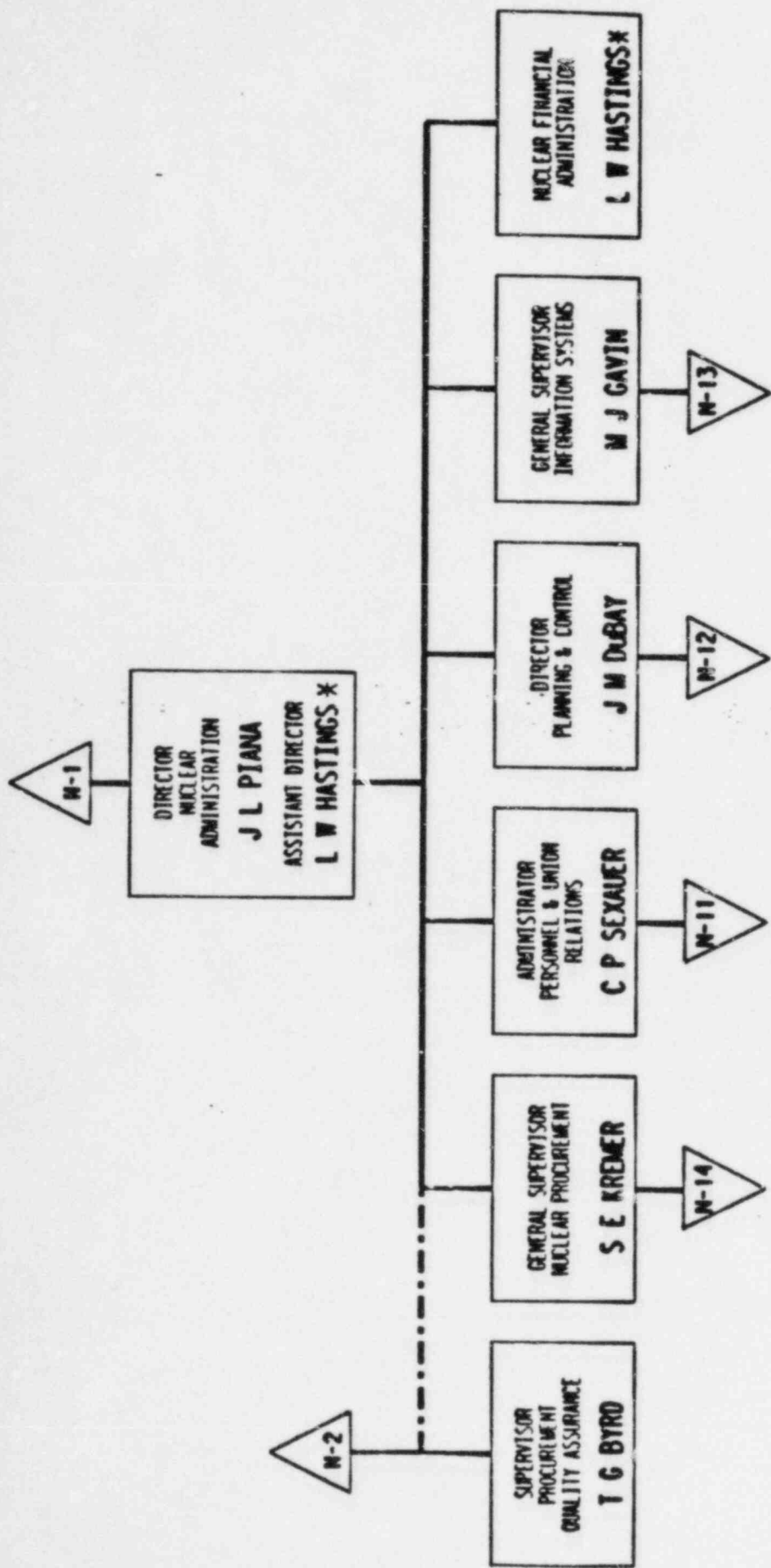
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR PRODUCTION
NOVEMBER 27, 1983

N-9



* TEMPORARY

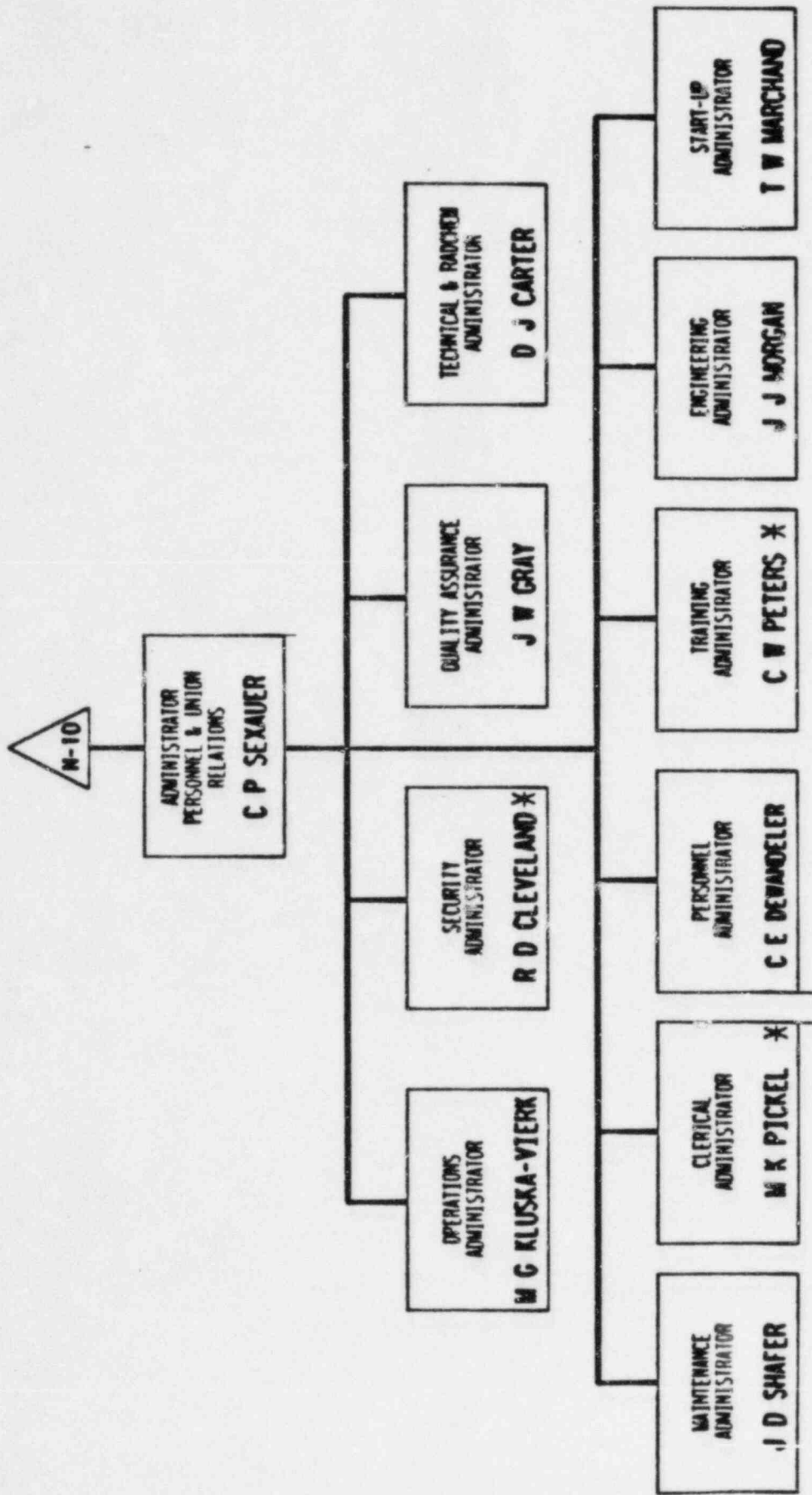
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR ADMINISTRATION
NOVEMBER 27, 1983

N-10



* TEMPORARY

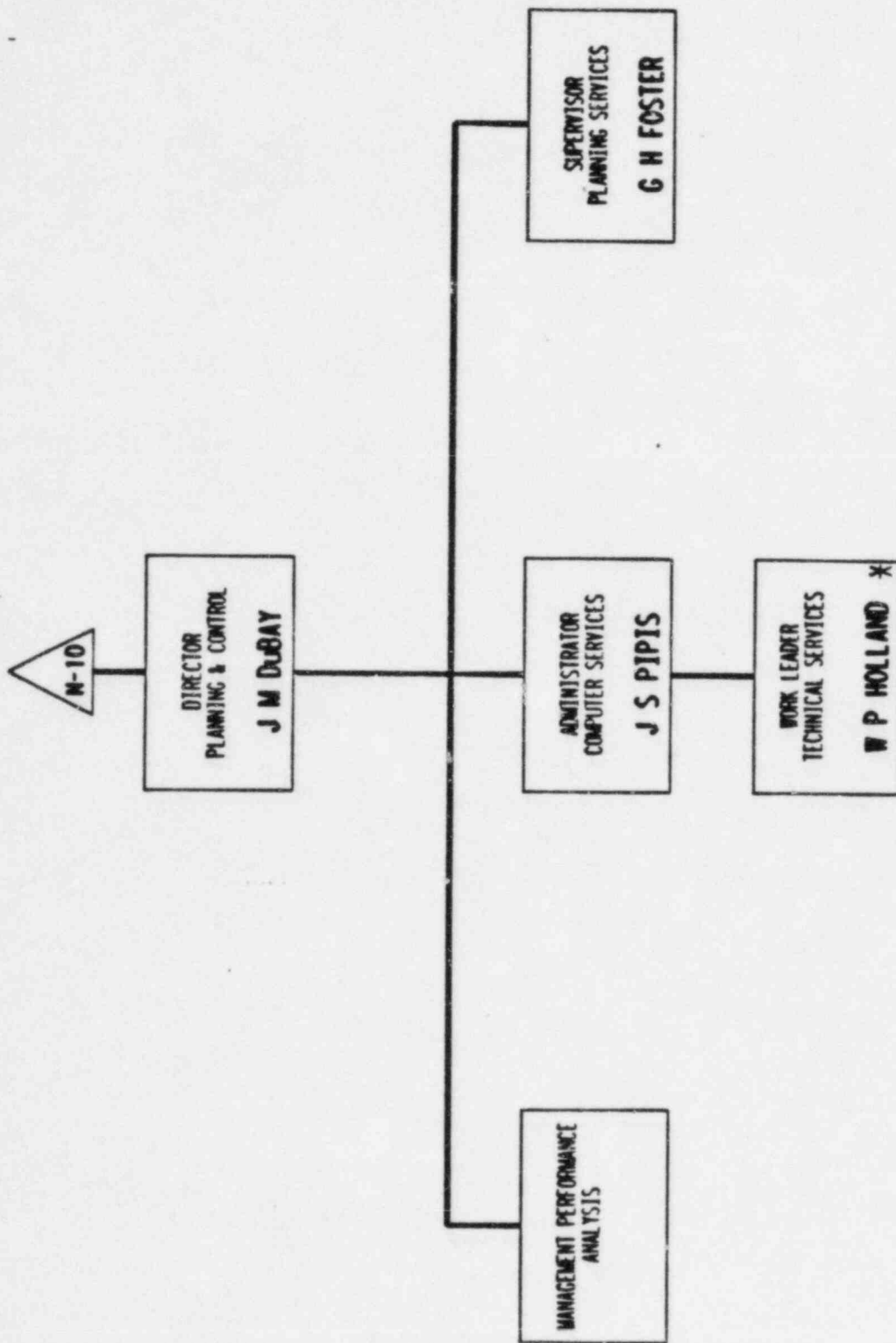
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR ADMINISTRATION
NOVEMBER 27, 1983

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* TEMPORARY

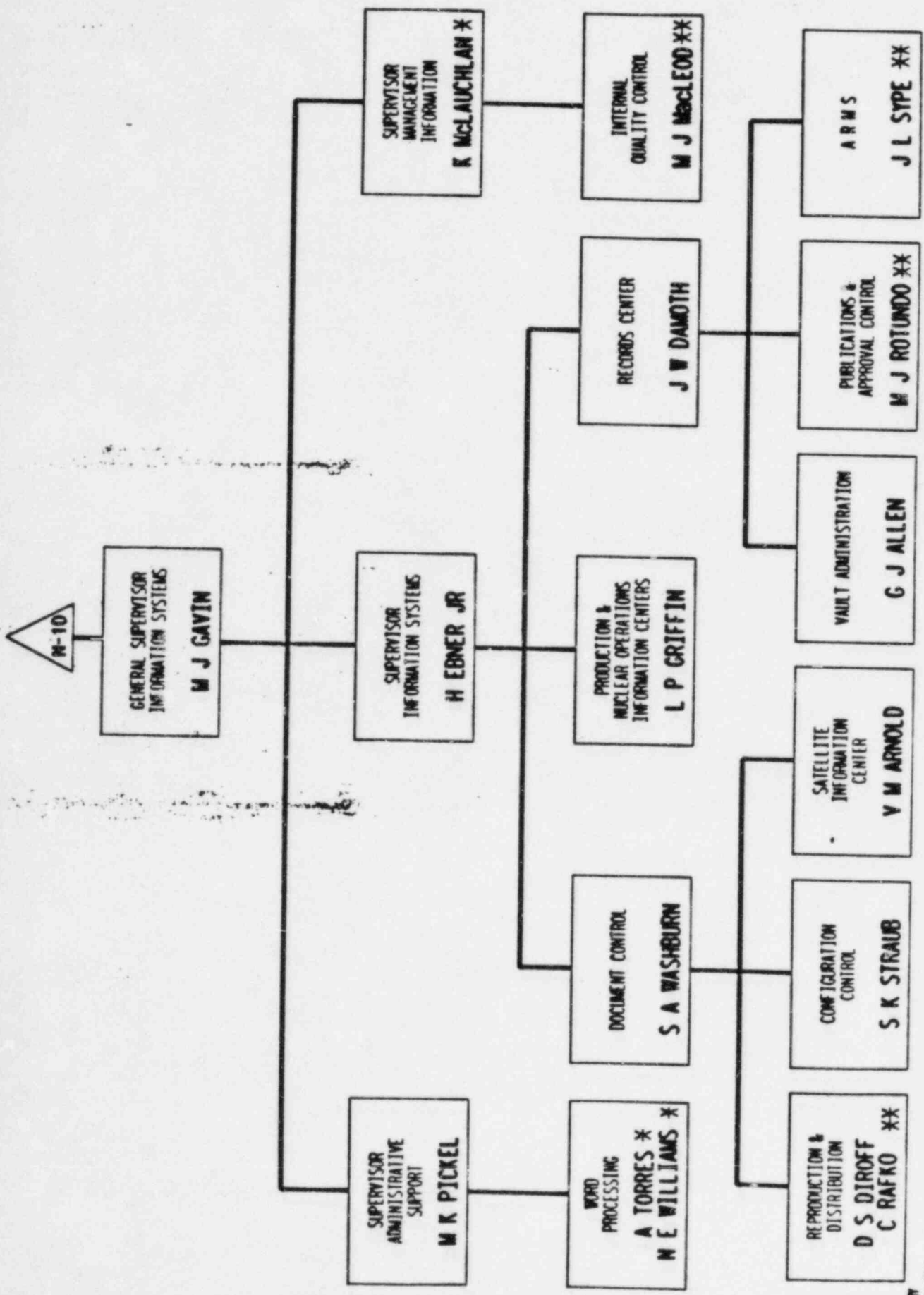
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR ADMINISTRATION
NOVEMBER 27, 1983

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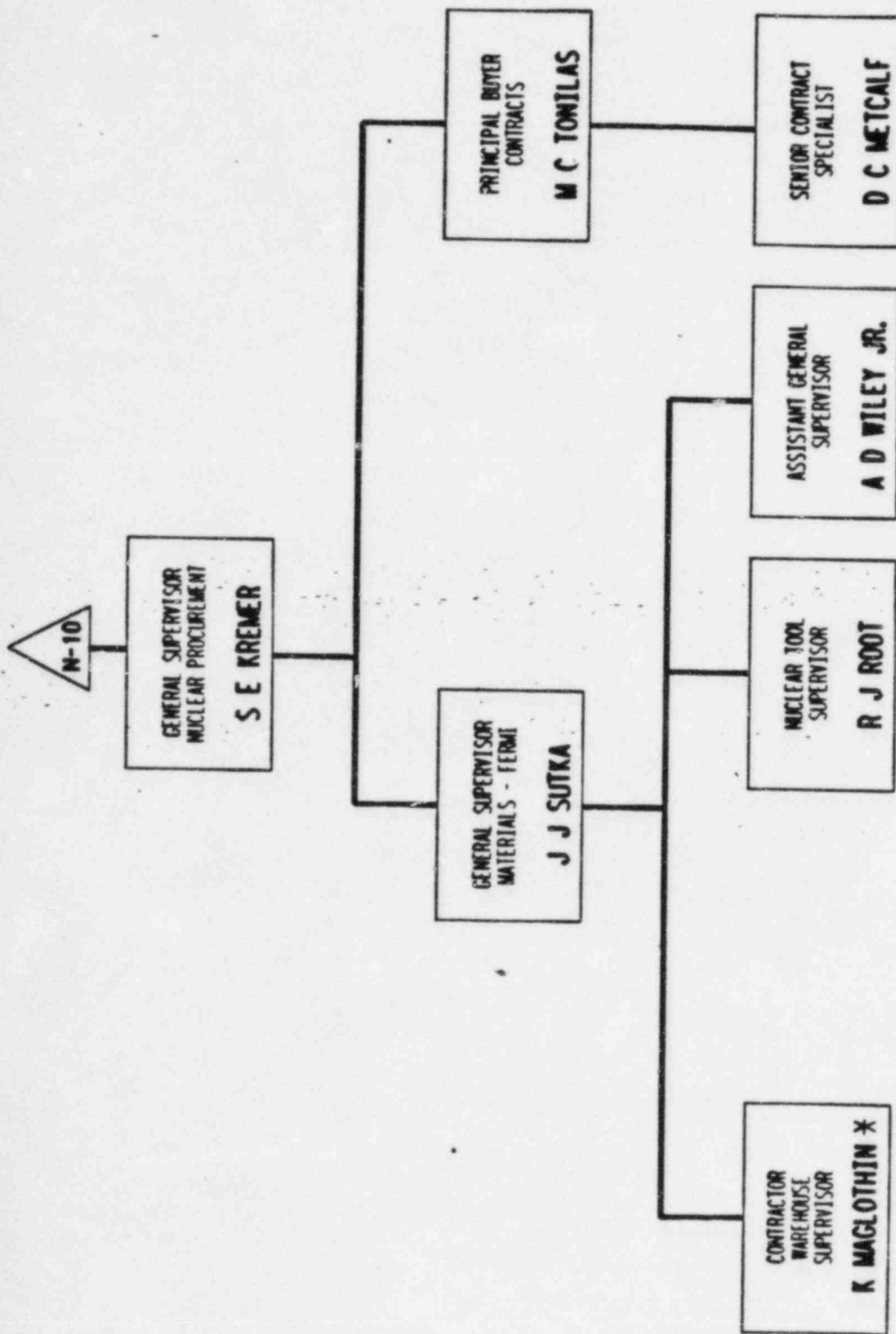
* TEMPORARY
** CONTRACT LABOR

PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

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Edison

ORGANIZATION CHARTS

NUCLEAR ADMINISTRATION
NOVEMBER 27, 1983



* CONTRACT LABOR FOR PROJECT RESPONSIBILITIES

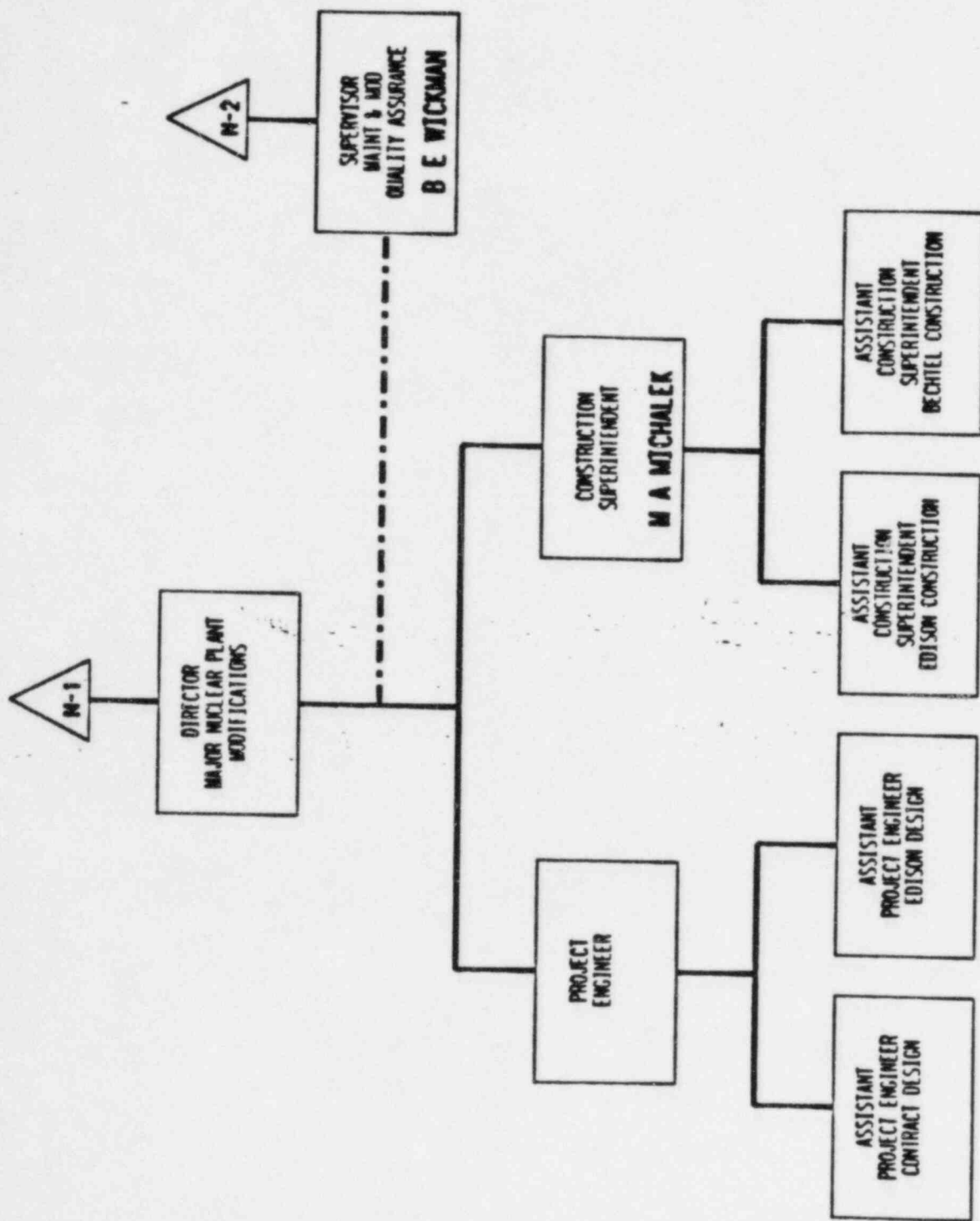
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR ADMINISTRATION
NOVEMBER 27, 1983

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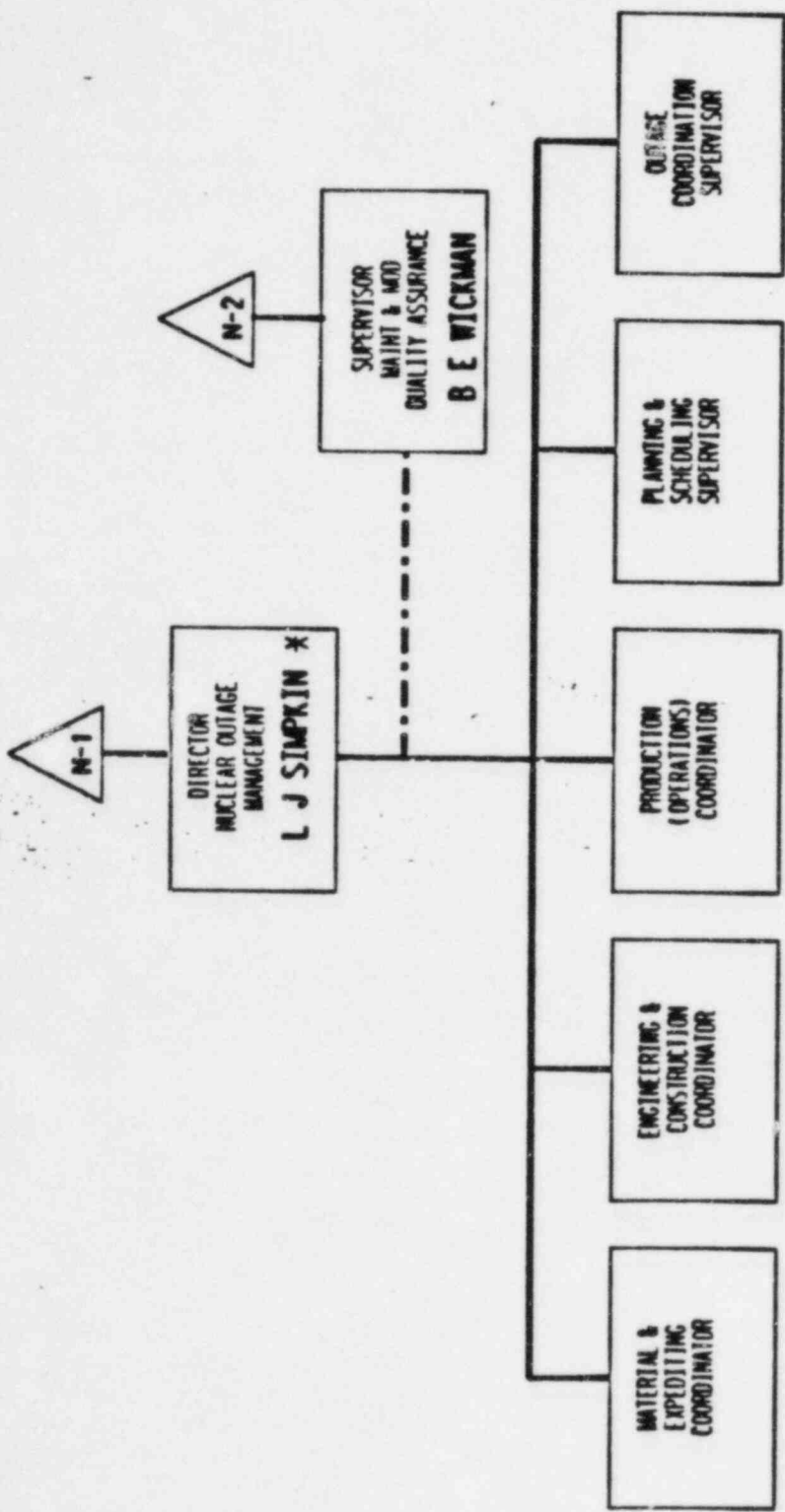
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

Detroit
Edison

ORGANIZATION CHARTS

NUCLEAR MAJOR PLANT MODIFICATIONS
NOVEMBER 27, 1983

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* TEMPORARY

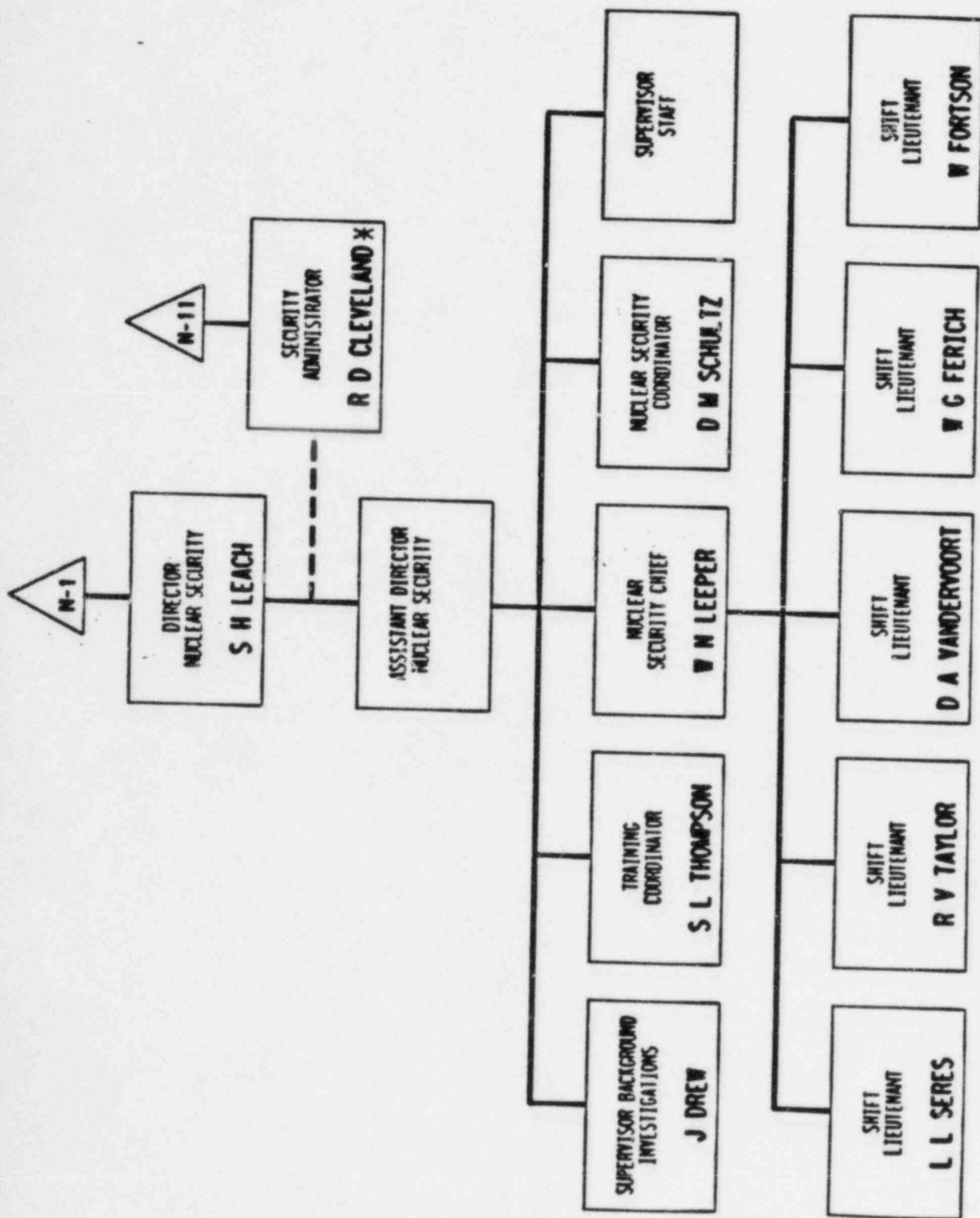
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

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ORGANIZATION CHARTS

NUCLEAR OUTAGE MANAGEMENT
NOVEMBER 27, 1983

N-16



* TEMPORARY

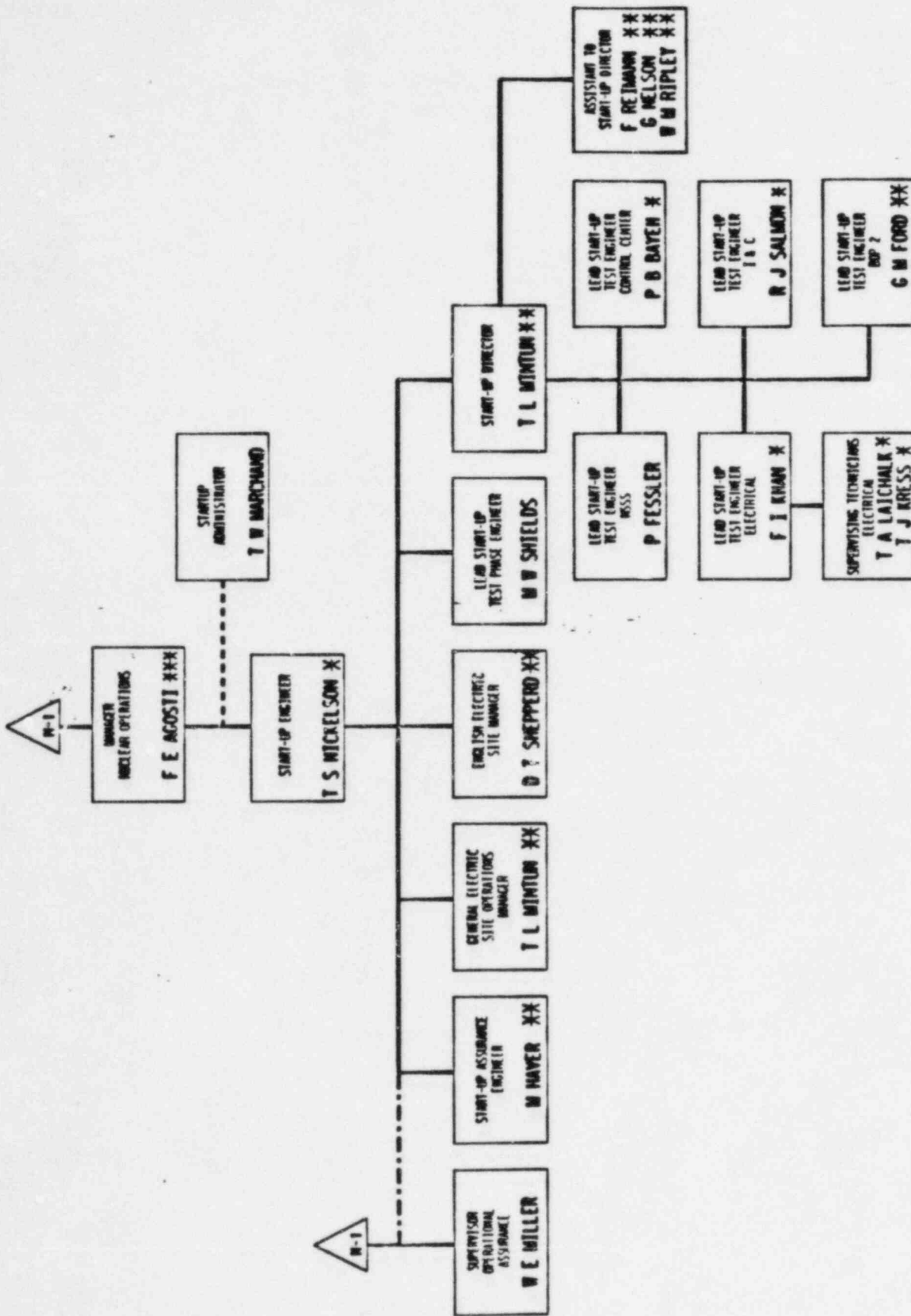
PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

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Edison

ORGANIZATION CHARTS

NUCLEAR SECURITY
NOVEMBER 27, 1983

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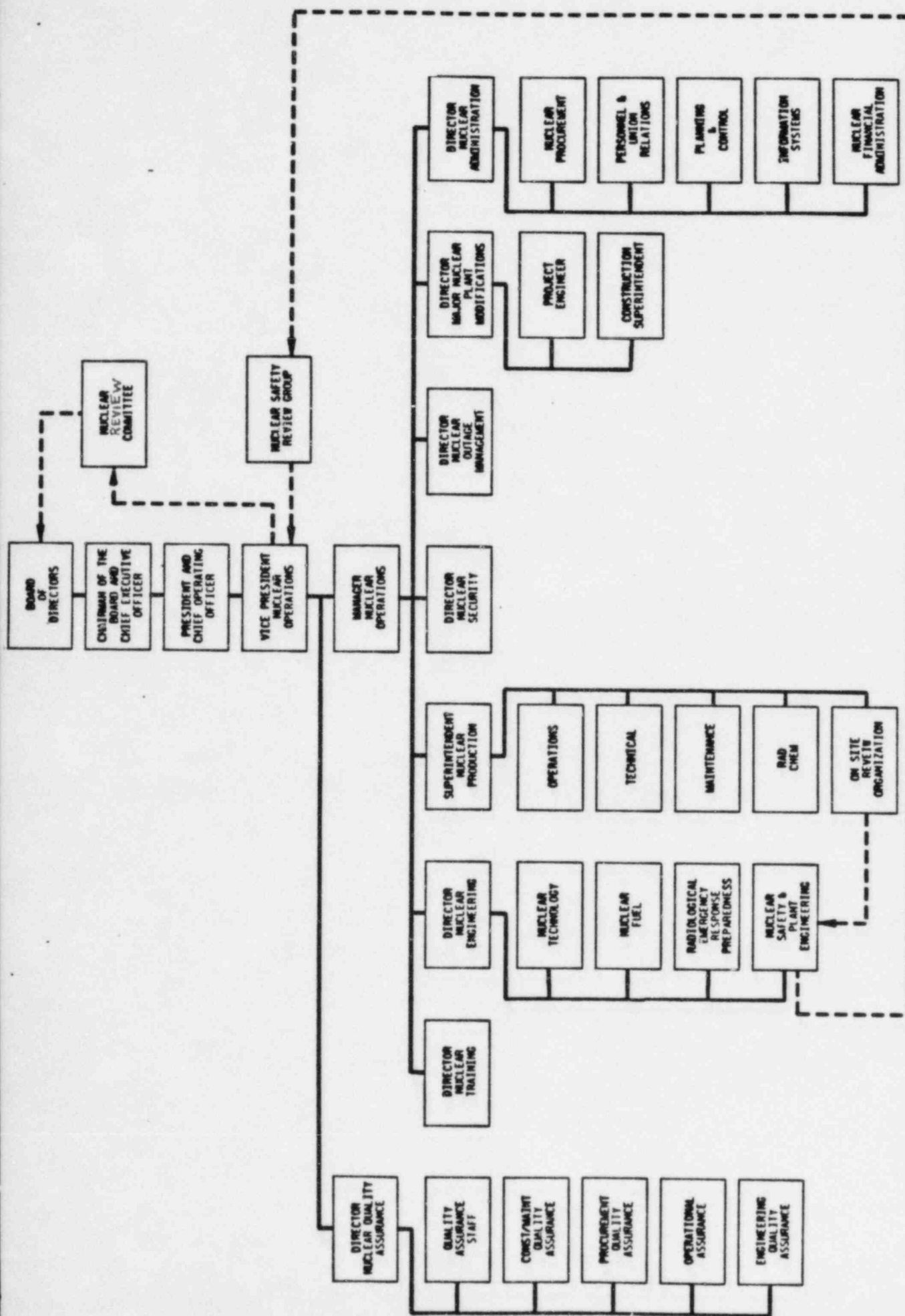
* TEMPORARY
 ** CONTRACT LABOR
 *** TEMP ASSIGNMENT UNTIL 3 MO PRIOR TO FUEL LOAD

PLACEMENT OF JOB TITLES
 SHOWS REPORTING RELATIONSHIPS
 RATHER THAN ORGANIZATIONAL LEVELS

Detroit
 Edison
 ORGANIZATION CHARTS

START-UP
 NOVEMBER 27, 1983

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PLACEMENT OF JOB TITLES
SHOWS REPORTING RELATIONSHIPS
RATHER THAN ORGANIZATIONAL LEVELS

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NUCLEAR SAFETY
ORGANIZATION
NOVEMBER 27, 1983
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