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NUCLEAR GROUP HEADQUARTERS

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D. M. SMITH

SENIOR VICE PRESIDENT - NUCLEAR

October 17, 1991

Docket Nos. 50-277
50-278

U.S. Nuclear Regulatory Commission
Attn: Document Control Desk
Washington, DC 20555

SUBJECT: Peach Bottom Atomic Power Station, Units 2 and 3
Operations Shift Manager Degree Requirement

REFERENCE: Letter, J. W. Gallagher, PECO, to W. T. Russell, NRC,
dated November 9, 1987

Letter, J. F. Paquette, Jr., PECO, to J. Lieberman, NRC,
dated November 9, 1988

Letter, W. T. Russell, NRC, to C. A. McNeill, Jr., PECO,
dated October 19, 1988

Dear Sir:

In the referenced letters Philadelphia Electric Company (PECO) committed to a Shift Manager position in the Operations Section at Peach Bottom Atomic Power Station (PBAPS) to be filled with degreed engineers.

It is now our intent to allow outstanding non-degreed Shift Supervisors, as well as degreed engineers, to be eligible for promotion to the Shift Manager position. It is our belief that the effectiveness of this position will be enhanced by this change.

Over the past four years, significant career development and supervisory performance programs have been given to our Shift Supervisors and others. The Peach Bottom Management and Professional Development Program Plan is in place which includes the eight-week Supervisory Development Academy (SDA) as well as other non-technical preparations for the Shift Supervisor position. All current Shift Supervisors at PBAPS are SDA graduates and the course is a pre-requisite for assignment of future Shift Supervisors. The current Shift Supervisors have also participated in training programs such as Interactive Management, Management Action Response Checklist, and the Institute of Nuclear Power Operations sponsored control room team training course. We have concluded that the above

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programs prepare outstanding Shift Supervisors to assume the Shift Manager position while ensuring proper management authority and communication on shift. Although lacking a degree in engineering in some cases, the individuals will continue to meet the staff guidance R.G. 1.8 for supervisors requiring NRC license.

Ultimately, PECO plans to attain a mix of degreed and non-degreed personnel as Shift Managers and Shift Supervisors at both our nuclear power stations. The current staff of Shift Supervisors at PBAPS includes two degreed and ten non-degreed Senior Reactor Operators (SROs). Four degreed engineers have been trained and have recently taken their NRC SRO examinations while six degreed engineers are currently in training. It is our current practice to place some of these engineers in the Shift Supervisor position for experience prior to consideration for the Shift Manager position.

The combination of degreed engineer expertise and non-degreed SRO experience will result in improved shift management and supervisory performance. Also, this change will result in a significant growth opportunity for outstanding performers in the Shift Supervisor position and provide added motivation for improved job performance by all members of Operations shift management.

A 10 CFR 50.59 evaluation has been performed to address the Operations Shift Manager degree requirement. It has been determined that no Unreviewed Safety Question exists. The evaluation was reviewed by the Plant Operations Review Committee at PBAPS.

If you have any questions or require additional information, please feel free to contact us.

Sincerely,



cc: T. T. Martin, Administrator, Region I, USNRC
J. J. Lyash, USNRC Senior Resident Inspector, PBAPS