

DUKE POWER COMPANY

## PERSONAL PERFORMANCE PLAN WORKSHEET

Employee: <i>Lois R. Davis</i>	Job Title: <i>Supervisor of Maintenance</i>	Supervisor: <i>G.W. George</i>	Plan Approved By: <i>[Signature]</i>	Progress Review Date(s): <i>1/10/83</i>		
Department: <i>Quality Assurance</i>	Location: <i>Carrabba</i>	Review Period From: <i>10-1-82 To: 1-1-83</i>	Plan Approved By:	Page 1 of 3 pages		
(1) Weight	(2) Accountabilities and Objectives	(3) Performance Standards	(4) Method of Measurement	(5) Factors To Consider	(6) Results/Accomplishments	(7) Evaluation
2	<i>Administrative</i> Increase the QA Supervisor's awareness of and understanding of their proper responsibility in the Company's goal of completing Carrabba on schedule.	Develop and implement method of communicating schedule responsibilities to supervisor and system to determine performance to that schedule.	Meet with system in place in unit 2 by 1-1-83	Compliance of schedule Large no. of T/O between Nov 1-1-83.	12/14 Ray has some things out [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] [unclear] with shifting priorities.	2.8
	<i>Technical</i> Carry out site QA functions properly as given in letter and QA Procedures.	Findings from Duke and NRC audits not over one per month as an average. (Oct 82 - Jan 83)	Duke, NRC Audit reports	Number of audits.	Not applicable. 3 Internal Audits with 1 1/2 findings No NRC violations	3.7
	Develop a more meaningful, effective QA surveillance program.	1. Review existing QA procedures for revision to allow more flexible scheduling of surveillance - propose revisions by 1 Jan 83	QA Activity revisions submitted.		in for comment QA-300 approved. S.F.B.C. for 82 in place	4.2
		2. Schedule and perform at least 2 additional surveillances in areas of potential problems by 1 Jan 83	Surveillance Reports	Manpower.	Hydro unit 2 internal setting Hydro done concrete and [unclear] concrete and [unclear] [unclear] - Unit 2 Intervals	3.3

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A-23  
10/25/82

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DUKE POWER COMPANY

Employee: <i>Lee P. Dorian</i>		Job Title:		Supervisor:		Plan Approved By: <i>L. Dorian 10/1/82</i>		Progress Review Date(s):	
Department:		Location:		Review Period From: To:		Plan Approved By:		Page 2 of 3 pages	
(1) Weight	(2) Accountabilities and Objectives	(3) Performance Standards	(4) Method of Measurement	(5) Factors To Consider	(6) Results/Accomplishments	(7) Evaluation			
1	<i>Interface</i> Improve communication with DE on QA problems	Hold meetings with DE to go over QA problems in the following areas - Hangers Mech - materials Elect by 1 Jan 83	Record of meetings held	Cooperation of DE (COORDINATE WITH QA Tech Serv Div.)	Hangers - 1 Mech - 1 Elect - 1 QA Tech Serv Div. Elect Equip. D/G - 3482 Mech. Materials - Dec 82	3.2			
3	<i>Personnel</i> Improve performance through more effective exempt evaluations  Safety - meet goals	Implementation of PMP program  0 lost time accidents 0 De attention accidents 101 minor injury accidents → calendar year 1982	PPPW's done ASIA's done ON TIME  No Dec 82 Accident Reports	NO WORKLOAD	✓ On schedule 2 ASIA's done  No Doctor Record - No lost time - 2 Doctor visits - ✓ 15 to 16 for 15.5	3.4  2.4			
	Improve attendance by reducing ave % time lost due to abuse	1) Reduce % time lost to 5% overall average or below	Attendance reports		Oct 5.69 Nov 4.26 Dec 4.53 4.82	3.5			

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## PERSONAL PERFORMANCE PLAN WORKSHEET

Employee: <u>LARRY R. DAUSON</u>		Job Title:		Supervisor:		Plan Approved By: <u>[Signature]</u> 10/15/82		Progress Review Date(s):	
Department:		Location:		Review Period From: To:		Plan Approved By:		Page 3 of 3 pages	
(1) Weight	(2) Accountabilities and Objectives	(3) Performance Standards	(4) Method of Measurement	(5) Factors To Consider	(6) Results/Accomplishments	(7) Evaluation			
	Personnel (cont'd)	2) Have goals in attendance area established by crew for 1983 by JAN 83.	Goals established		Self Report goal in crew goals.	3.0			
	Investigate cross training of Radiographers and other welding INDE inspectors to improve efficiency of insp, utilization of workforce AND develop better career paths.	Provide recommendation on how to accomplish this through rotation of personnel.	Recommendation report in by 12-15-82		Virtually on time on recommendation	3.1			

Agos 4/23

- 1) Change in jobs + reorganization
  - 2) Change in methods of handling hydro's (AIVT relation ship)
  - 3) Turnover workload vs. work force
  - 4) Handling the reduction of needs McGuire -
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— Planning Conf.

— Bay Saint Tropez Committee Chairman

— Rock Hill Planning Commission - Advisory Committee

NUCLEAR REGULATORY COMMISSION  
Docket No. 50-413 Original E.R. No. 23  
In the matter of Catawba  
Staff                       
Applicant ✓  
Intervenor                       
Com. v. 23                       
Contract                       
Other                       
Reporter Don Graham Date 10/25/83



Testimony of R.L. Dick  
(previously submitted)

Testimony of J. C. Rogers  
(previously submitted)

Testimony of D.G. Beam  
(previously submitted)