

Public Service Company of Colorado
Performance Enhancement Program
Status Report - As of January 3, 1986

This report documents the status of Public Service Company of Colorado's Performance Enhancement Program (PEP) and covers the three-month time period from October 1, 1985 through January 3, 1986. The report has been compiled from status reports submitted monthly from each project manager. This is our third status report to the NRC regarding the PEP.

SUMMARY:

We have completed five more projects this quarter. To date, we have completed 15 of the 34 original projects and 16 of the current total of 42 projects. Thirty-two project parts of seventy-two total project parts have also been completed. We are nine months into a multi-year program.

The following summarizes the status of the six overall projects:

* Project I - Organizational Concerns

Overall, 6 of the 8 projects are complete. The two remaining projects are Project I.4, Evaluate Staffing Levels, Part 2, Hire New Personnel and Project I.7, Complete Organization Decision Grids, Part 2, Develop and Implement Nuclear Decision Grids. The hiring has become more difficult for the last seven positions. Four of these are experienced positions in Nuclear Licensing and Fuels Division. Employee Relations will again be placing notices in industry magazines for these positions. Hiring for these positions will most likely require through February. The decision grid project is scheduled for completion January 31. By next quarter's status, we anticipate having all of the original six projects in this area complete.

* Project II - Master Planning and Scheduling

One of three projects are complete with two other project parts complete. A Nuclear Master Schedule has been issued. It is usually issued at the beginning of each month and presently shows key Environmental Qualification (EQ) and other plant start-up actions, as well as the Outage Schedule for

the next five years. Plant design changes will be incorporated into the Master Schedule when the divisional planning and scheduling functions' implementation is further along. We are making better progress on the implementation of each division's planning and scheduling function. Quality Assurance and Nuclear Licensing and Fuels are expected to complete implementation within the next month.

* Project III - Establish Preventive Maintenance Planning and Scheduling

Progress on maintenance planning and scheduling has been limited due to delays in hiring personnel and required dedication of staff to EQ. Schedulers have been assigned to EQ for 24 hour coverage. The revision of maintenance procedures is doing well, but the review and approval cycle is still requiring longer than planned. Consequently, revisions to existing procedures will not be fully issued until March 1, 1986.

* Project IV - Upgrade Nuclear Policies and Procedures

To date, we have completed two of the ten projects. The two complete were finished in December. Most of these projects are broad in scope and long-term in nature. Project IV.6, Review and Revise Exclusion List and Related Procedures, has been the tail "wagged" by other efforts to revise procurement procedures. Better progress on procurement has been shown in the last month and the current procurement proposal would eliminate the Exclusion List entirely.

* Project V - Improve Management and Nuclear Division Personnel Training

Training development continues to do well. Three of nine projects are complete with nine of nineteen project parts complete. Most of these projects are long-term in nature with several projects extending into 1987 and beyond. The development of Operator training materials (for INPO accreditation) is nearly complete. Completion has been delayed by one month. Approximately 103 man-months of effort were expended during 1985 for accreditation.

* Project VI - Plant Conduct of Operations

To date, four of seven projects in this area are complete. A fifth project (Project VI.4, Implement Plant Signage Program) is on hold until adequate resources are available. The project to improve parts management is making better progress. A new

Level I procedure has been drafted which proposes a new procurement system. The shelf-life program has been delayed by problems encountered in completing and analyzing aging data.

Exhibit I is the Summary Schedule Bar Chart. This schedule is Part B of the Nuclear Master Schedule. It shows the original schedule and progress to date in summary form for each project. Also, Exhibit II, is a more detailed schedule of Project V.7, Develop Nuclear Production Division Training for INPO Accreditation.

The remaining sections of this report describe the progress of each project, work completed, and problems encountered.

Project Completions

During the quarter, the following five projects were completed:

- * Project I.8, Evaluate Staff Retention - Mr. D. Rodgers,
- * Project II.1, Establish Nuclear Master Planning and Scheduling Function - Mr. D. Picard,
- * Project IV.2, Implement NRC Commitment Control Program - Mr. D. Goss,
- * Project IV.3, Document Procedures for Regulatory Correspondence Review - Mr. D. Goss,
- * Project V.1, Conduct Management Skills Upgrade - Mr. M. McNulty.

Project Changes and/or Additions to Program

The following changes and/or additions have been made:

- * Project II.4, Evaluate MP&S for Fossil, has been removed from the PEP. It will, however, be included on the Master Schedule.
- * Project III.3, Develop Preventive Maintenance Engineering Program, Part 5 - Revise Maintenance Procedures, has been deleted as a project part and included with Part 2, PM Development Existing Critical Significant Components, of this project. The existing maintenance procedures are being rewritten as both preventive maintenance and corrective maintenance procedures. This effort was being tracked twice.

- * Project III.4, Evaluate Davis-Besse Event, has been expanded based upon the completion of Part 1, Initial Review. Ten action items have been defined and assigned to various individuals within the nuclear organization as Part 2, Detail Evaluation. Action plans are being prepared to identify tasks and time frames for Part 2 from which an overall schedule will be prepared.
- * Project V.1, Conduct Management Skills Upgrade has been modified. Part 2, Implementation was changed to include only generic or core courses applicable to most managers. The individual needs of each manager will be tracked by corporate training and not in this project. This project is also complete.
- * Project V.5, Improve Nuclear Engineering Division Training has been redefined based upon the completion of Part 1, Initial Definition. The revised schedule for implementation indicates implementation of the training program in late 1988 or mid 1989. The implementation plan is described in the detail status for the project.
- * An entirely new overall project has been added to address the various human resource issues - Project VII, Morale and Human Productivity Management. The project is open ended at this point. It includes one project to initially define and identify the issues. PSC has engaged the services of The Training Company and Mr. Ted Willey to assist with the initial project. As a result of Project VII.1, Problem Identification, Ownership and Action Planning, new projects will be identified and assigned. This project begins January 2 and should require through February 28.

PUBLIC SERVICE COMPANY OF COLORADO
NUCLEAR MASTER SCHEDULE
SUMMARY SCHEDULE BAR CHART

PART B: Performance Enhancement Program

AS OF: January 3, 1986

PRO- JECT	NUS REF.	DESCRIPTION	RESPONSIBLE	SCHEDULED		PROJECT TIMETABLE											
						1985			1986						1987		
				START	COMPLETE	O	N	D	J	F	M	A	M	J	Q3	Q4	Q1

I. ORGANIZATIONAL CONCERNS

I.1 E.2 Formalize Action Plan, Reor- D. Picard Complete
ganization and Performance
Enhancement Program

I.2 A.1 Document Charters, Missions
and Function Statements
Part 1, Develop Charters D. Picard Complete
Part 2, Update Procedures D. Picard Complete

I.3 A.9 Document Policy on Communi- M. Zachary Complete
cation and Staff Meetings

I.4 E.1 Evaluate Staffing Levels C. Gaudreau Complete
Part 1, Evaluate and Approve
Staffing
Part 2, Hire New Personnel May 1 Feb 28(R)

I.5 E.6 Complete Nuclear Production J. Gahm Complete
Organizational Changes

I.6 E.3 Evaluate Engineering and Waremhourq Complete
E.4 Licensing and Fuels at
Fort St. Vrain

I.7 Complete Organization D. Picard
Decision Grids
Part 1 - Implement Corporate Complete
Grid
Part 2 - Develop and Implement Sep 3 Jan 31(R)
Nuclear Decision Grids

I.8 Evaluate Staff Retention D. Rodgers Complete

II. MASTER PLANNING AND SCHEDULING

II.1 A.2 Establish Nuclear Master D. Picard Complete
Planning and Scheduling
Function

Legend

- XXX = Scheduled Timetable
- XXX0 = Scheduled Timetable with undefined completion date
- FFXX = Finished work within this schedule
- XXEE = Extended schedule beyond original timetable
- XX-- = Schedule has float time to meet original schedule Projects starts or finishes later or earlier than planned.

AS OF: January 3, 1986

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PUBLIC SERVICE COMPANY OF COLORADO
NUCLEAR MASTER SCHEDULE
SUMMARY SCHEDULE BAR CHART

PART B: Performance Enhancement Program

AS OF: January 3, 1986

PRO- JECT	NUS REF.	DESCRIPTION	RESPONSIBLE	SCHEDULED		PROJECT TIMETABLE												
						1985			1986						1987			
				START	COMPLETE	O	N	D	J	F	M	A	M	J	Q3	Q4	Q1	Q2
III.4		Evaluate Davis-Besse Event Part 1 - Initial Review Part 2 - Detail Evaluation	D. Picard	Complete Jan 5	To be Est.	FFFFFFFFF												
IV.		<u>UPGRADE NUCLEAR POLICIES AND PROCEDURES</u>																
IV.1	B.1 A.5	Review and Revise Design Change Modification Process	J. Reesy	Apr 1	Jan 15 (R)	FFFFFFFFF												
IV.2	C.1	Implement NRC Commitment Control Program	D. Goss	Complete		FFFFFFFFF												
IV.3	C.2	Document Procedures for Regulatory Correspondence Review	D. Goss	Complete		FFFFFFFFF												
IV.4	C.3	Review Essential Regulatory Documents Part 1, Review Essential Regulatory Documents Part 2, Define Additional On- going Obligations	D. Goss	May 1 Jan 5	Jan 15 (R) Jul 1986	FFFFFFFFF												
IV.5	A.6	Review and Revise Nuclear Production Procedures Part 1, Initial Definition Part 2, Nuclear Production Procedures Development Part 3, Review and Revise Emergency Procedures	C. Fuller C. Fuller C. Fuller	Complete Jul 1 Aug 2	Apr 30 (R) Mar 31 87 (R)	FFFFFFFFF												
IV.6		Review and Revise Exclusion List and Related Procedures	T. Prenger	Apr 1	Jan 31 (R)	FFFFFFFFF												
IV.7		Revise Technical Specifi- cations Part 1, Develop and Submit for NRC Approval Part 2, Implement and Train at Plant	J. Gramling C. Fuller	Apr 1 May 1	Apr 30 (R) (R) Next Refueling	FFFFFFFFF												

PUBLIC SERVICE COMPANY OF COLORADO
NUCLEAR MASTER SCHEDULE
SUMMARY SCHEDULE BAR CHART

PART B: Performance Enhancement Program

AS OF: January 3, 1986

PRO- JECT	NUS REF.	DESCRIPTION	RESPONSIBLE	SCHEDULED		PROJECT TIMETABLE											
						1985			1986						1987		
				START	COMPLETE	O	N	D	J	F	M	A	M	J	Q3	Q4	Q1
IV.8		Review and Revise Nuclear Engineering Division Procedures Part 1, Revise Procedures	M. Daum	May 1	Apr 1986	FFFFFFFF	FFFF	XXXXXXXXXXXXXXXXXXXX									
IV.9		Review and Revise Level I Plant Procedures (P & G) Part 1, Revise 'P' Procedure Part 2, Revise 'G' Procedure	C. Fuller F. Novachek	Sep 3 Sep 3	Jul 1986 Jul 1986	FFFFFFFF	FFFF	XXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXX								
IV.10		Review and Revise Level I QA Procedures (Q)	M. Ferris	Sep 3	Jul 1986	FFFFFFFF	FFFF	XXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXX								
V.		IMPROVE MANAGEMENT AND NUCLEAR DIVISION PERSONNEL TRAINING															
V.1	A.3	Conduct Management Skills Upgrade Part 1, Initial Definition Part 2, Implementation of Core Courses	M. McNulty	Complete Complete		FFFFFFFF	FFFF										
V.2	A.10	Review Membership in Industry Organizations	L. Hrey	Complete													
V.3	B.7	Enhance 10CFR50.59 Training Part 1, Conduct Training Part 2, Update Text Data Base Part 3, Train NED Personnel	J. Johns D. Goss J. Johns	Complete Apr 1 Sep 3	Dec 1986 Jan 10 (R)	FFFFFFFF	FFFF	XXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXX								
V.4	D.1 D.2 D.4	Improve Quality Assurance Division Training Part 1, Initial Definition Part 2, Implementation	M. Ferris	Complete Jun 3	Sep 1986 (R)	FFFFFFFF	FFFF	EEEEEEEEEEEEEEEEEEEE	EEEEEEEEEEEEEEEEEEEE								
V.5	D.1 D.2 D.4	Improve Nuclear Engineering Division Training Part 1, Initial Definition Part 2, Complete Procedure Lesson Plans Part 1, Job and Task Analysis Part 4, Implementation	M. Daum	Complete Oct 14 Nov 4 Oct 1986	Jun 1986 Sep 1986 Oct 1988 (Est)	FFFFFFFF	FFFF	XXXXXXXXXXXXXXXXXXXX	XXXXXXXXXXXXXXXXXXXX								
																	XXXXXX (EST) XXXXXX

XXXXXX (EST) XXXXXX0

PRO- JECT	NUS REF.	DESCRIPTION	RESPONSIBLE	SCHEDULED		PROJECT TIMETABLE											
						1985			1986						1987		
				START	COMPLETE	O	N	D	J	F	M	A	M	J	Q3	Q4	Q1
V.6	D.1	Improve Licensing and Fuels	R. Husted														
	D.2	Division Training															
	D.4	Part 1, Initial Definition		Complete													
		Part 2, Implementation		Sep 2	Sep 30 1986	FFFFFFFFXXXX	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXX										
V.7	D.1	Develop Nuclear Production	T. Borst														
	D.2	Division Training for INPO															
	D.3	Accreditation															
	D.4	Part 1, Operator Accredita- tion Training		Apr 1	Jan 31 (R)	FFFFFFFFFFFFFFE											
		Part 2, Non-Operator Accre- ditation Training		Jul 1	Dec 1986	FFFFFFFFFFFFFI	FFFXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX										
V.8	D.5	Consolidate Site Training	T. Borst	Complete													
V.9	D.6	Retrain Licensed Personnel	T. Borst														
		Part 1, Training Program Development		Complete		FFFFFFFFFFFFFI											
		Part 2, Conduct Training		Oct 1(R)	Sep 1986	FFFFFFFFFFFFFI	FFFFFFFFXXXXXXXXXXXXXXXXXXXXXX										
VI.	PLANT CONDUCT OF OPERATIONS																
VI.1	A.8	Formalize Plant Tour Proce- dures and Reporting	C. Fuller	Complete													
VI.2		Revise Conduct of Operations	C. Fuller	Complete													
VI.3		Document Supervisor Responsibilities	C. Fuller	Complete													
VI.4		Implement Plant Signage Program	C. Fuller	Hold													
VI.5		Complete Facilities Planning Study	F. Novachek	Complete													
VI.6		Improve Parts Management System	J. Reesy														
		Part 1, Initial Assessment		Apr 1	Jan 15(R)	FFFFFFFFFFFFFE											
		Part 2, Implementation		Jan 15	Determined in Part 1												

Public Service Company of Colorado
Performance Enhancement Program
Project V.7 - Develop Nuclear Production Division Training
for INPO Accreditation

Proj	Description	Sum	Percent Complete				SER	Schedule			Project Timetable 1985 - 1986											
			Anlys Phase	Desgn Phase	Devel Phase	Eval Phase		Start	Submit SER (*)	Compl (#)	M/J	J/A	S/O	N/D	J/F	M/A	M/J	J/A	S/O	N/D		
Part 1 Operator Accreditation																						
1.	Non Licensed Reactor Operator	95	90	100	100	80	100	11/84	9/85	12/85	FFFFFFFFFFFFFFFF	FEE										
2.	Licensed Reactor Operator	100	100	100	100	80	100	1/85	9/85	12/85	FFFFFFFFFFFFFFFF	FEE										
3.	Senior Reactor Operator & Shift Supervisor	70	100	100	58	80	100	3/85	9/85	12/85	FFFFFFFFFFFFFFFF	FEE										
Part 2 Non-operator Accreditation																						
4.	Chemistry Technician	40	85	8	25	80	70	1/85	9/86	12/86	FFFFFFFFFFFFFFFF	FFXXXXXXXXXXXXXXXXXXXXXXXXXXXX										
5.	Electrical Maintenance Personnel	18	50	10	15	80	70	1/85	9/86	12/86	FFFFFFFFFFFFFFFF	XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX										
6.	Mechanical Maintenance Personnel	50	78	15	26	80	70	1/85	9/86	12/86	FFFFFFFFFFFFFFFF	FFFFXXXXXXXXXXXXXXXXXXXXXXXXXXXX										
7.	Technical Advisors	20	50	15	30	80	70	12/84	9/86	12/86	FFFFFFFFFFFFFFFF	FFXXXXXXXXXXXXXXXXXXXXXXXXXXXX										
8.	Instrument Technician	55	90	33	35	80	70	3/85	9/86	12/86	FFFFFFFFFFFFFFFF	FFFFXXXXXXXXXXXXXXXXXXXXXXXXXXXX										
9.	Radiological Protection Tech.	55	100	7	33	80	70	6/85	9/86	12/86	FFFFFFFFFFFFFFFF	FFFFFFFFXXXXXXXXXXXXXXXXXXXX										
10.	Technical Staff & Managers	30	13	7	25	80	70	6/85	9/86	12/86	FFFFFFFFFFFFFFFF	FFXXXXXXXXXXXXXXXXXXXXXXXXXXXX										

(1) Note: Schedule is for submitting the Self Evaluation Report (SER) to INPO and implementing the training programs at PSC
- not for achieving INPO Board Accreditation.

PROJECT I - ORGANIZATIONAL CONCERNS

PROJECT I.1 - FORMALIZE ACTION PLAN, REORGANIZATION AND PERFORMANCE ENHANCEMENT PROGRAM - Doug Picard - Complete

PROJECT I.2 - DOCUMENT CHARTERS, MISSION AND FUNCTION STATEMENTS - Doug Picard - Complete

PROJECT I.3 - DOCUMENT POLICY ON COMMUNICATIONS AND STAFF MEETINGS - Mike Zachary - Complete

PROJECT I.4 - EVALUATE STAFFING LEVELS - Carrie Gaudreau

Part 1 - Evaluate and Approve Staffing - Complete

Part 2 - Hire New Personnel

1. The status of the new positions is as follows:
 - a. 5 of 5 in Quality Assurance,
 - b. 43 of 46 in Nuclear Production,
 - c. 5 of 9 in Nuclear Licensing and Fuels,
 - d. 17 of 17 in Nuclear Engineering,
 - e. 1 of 1 in Administration, and
 - f. 71 of 78 in total or 91 percent.
2. Of the 71 positions filled, approximately 23 are internal nuclear transfers. Of these 23, 17 external candidates have filled these openings.
3. Overall, there are approximately 34 positions open within the nuclear organization. Seven of these are from the original seventy-eight approved in this project.
4. The remaining positions will most likely take through February to fill. A concerted effort by Nuclear Licensing and Fuels is needed since four of the remaining positions are in this division.

PROJECT I.5 - COMPLETE NUCLEAR PRODUCTION ORGANIZATIONAL CHANGES - Jack Gahm - Complete

PROJECT I.6 - EVALUATE ENGINEERING AND LICENSING AND FUELS AT FORT ST. VRAIN - Don Warembourg - Complete

PROJECT I.7 - COMPLETE ORGANIZATIONAL DECISION GRIDS - Doug Picard

Part 1 - Implement Corporate Grid - Complete

1. The Corporate Decision Grid was issued in October to all supervisory personnel holding Volume II of the Nuclear Policies and Guidelines Manual. This grid summarizes corporate procedures for approving various transactions such as personnel requisitions, payroll changes and budget requests.
2. This project part is now complete.

Part 2 - Develop and Implement Nuclear Decision Grids

1. The project team met in late November to finalize approach and format. A working draft was used as a basis.
2. Assignments of responsibility have been made to team members. Due to other conflicts, the sections will not be complete until mid-January. This will delay this overall project part until January 31, 1986.

PROJECT I.8 - EVALUATE STAFF RETENTION - Duane Rodgers - Complete

1. The project manager was changed in October to Duane Rodgers which contributed to a delay in completion.
2. A memorandum describing the retention problem and recommendations for change has been prepared. The memo suggested that further analysis be completed.
3. A meeting was held in early December between nuclear management and Corporate Employee Relations to discuss the issues. Employee Relations has agreed to complete several actions in response to this study. Two action items are an independent assessment of nuclear salaries and an analysis of reasons for transfers.
4. This project is now complete. We anticipate that some results from this study will be incorporated into Project VII - Morale and Human Productivity Management.

PROJECT II - MASTER PLANNING AND SCHEDULING

PROJECT II.1 - ESTABLISH NUCLEAR MASTER PLANNING AND SCHEDULING - Doug Picard - Complete

1. The report documenting Master Planning and Scheduling was finalized in October.
2. Nuclear Policy number 23, Planning and Scheduling Policy was issued in November.
3. This project is now complete.

PROJECT II.2 - DEVELOP ANNUAL AND LONG-RANGE SCHEDULES - Chuck Fuller

Part 1 - Initial Schedule - Complete

PROJECT II.3 - IMPLEMENT PLANNING AND SCHEDULING METHODS AND PROCEDURES - Doug Picard

Part 1 - Initial Definition - Complete

Part 2 - NED Implementation - R. Craun

1. Efforts have continued on manhours tracking system development. Timesheet formats and supervisory level reports have been defined and reviewed with accounting. This system will be pilot tested with NED Special Projects Department.
2. Work has begun on a methodology for cost and manpower estimates for design changes.
3. Work on material purchasing and warehousing status reporting has been delayed awaiting work in other divisions. The approach is being finalized in other PEP projects.

Part 3 - NLF Implementation - R. Husted

1. The divisional procedure for planning and scheduling has been drafted and is being approved.
2. A PC-based scheduling system has been selected (Project Manager Workbench).

Part 4 - QA Implementation - M. Ferris

1. The procedures (OAGP) to support QA planning and scheduling have been issued and support the overall nuclear policy on planning and scheduling.

Part 5 - NPD Implementation - D. Miller

1. The implementation action plan has been revised. The scheduled completion has not yet changed. Progress to date has been limited to the creation and maintenance of the long-range outage schedule.

PROJECT II.4 - EVALUATE MP&S FOR FOSSIL - D. Picard

1. This project is being removed from the PEP since it is non-nuclear in nature. The project will still be undertaken but shift to the Master Schedule.

PROJECT III - PREVENTIVE MAINTENANCE PLANNING AND SCHEDULING

PROJECT III.1 - ESTABLISH MAINTENANCE PLANNING GROUP - Dave Miller

1. Two of four individuals have joined the maintenance planning and scheduling group. A third has accepted a job offer and begins January 15, 1986.

PROJECT III.2 - DEFINE MAINTENANCE PLANNING AND SCHEDULING FUNCTION - Dave Miller

Part 1 - Initial Definition - Complete

Part 2 - Implementation

1. The implementation schedule has been substantially revised to reflect the availability of new staff. Scheduled completion is now June 20, 1986.
2. EQ is adversely affecting progress on this project. Three planning and scheduling staff are dedicated to EQ for 24 hour coverage and are unavailable to make significant progress on procedural changes for the new program.

PROJECT III.3 - DEVELOP PREVENTIVE MAINTENANCE ENGINEERING PROGRAM - Frank Novachek

Part 1 - Initial Definition - Complete

Part 2 - PM Development, Existing Critical Significant Components

1. Additional procedures have been identified that relate to EQ. This brings the total of procedures to 351 (increased from 310). Of the 351 procedures, 153 are rewritten and in review, 63 are being rewritten, 66 are on hold and 69 are yet to be started. 80% of the procedures are in process or complete.
2. The review and approval cycle continues as the key problem for this project and will delay completion until March 1, 1986.
3. A vendor manual maintenance program is being implemented to keep vendor information current. Scheduled completion is January 15, 1986.
4. The maintenance tracking and feedback procedures have been issued as Plant Engineering Procedures 1 and 2.

Part 3 - PM Development, Remainder of Critical Significant Components

1. Project begins January, 1986.

Part 4 - Post Maintenance Testing Procedure - Complete

Part 5 - Revise Maintenance Procedures

1. This project part was incorrectly established since it is redundant with Part 2, PM Development, Existing Critical Significant Components. The existing maintenance procedures are being rewritten as both maintenance procedures and corrective maintenance procedures.

PROJECT III.4 - EVALUATE DAVIS-BESSE EVENT - D. Picard

Part 1 - Initial Review - Complete

1. A list of 22 action items was prepared. This list has been refined into ten action items. Each item will then be assigned a responsible individual.

Part 2 - Detail Evaluation

1. This project part has been added based upon the completion of Part 1, Initial Review. This part will consist of a more detailed evaluation of the ten action items. Each action item has been assigned to a nuclear manager. The schedule for this project part will be developed in January.

PROJECT IV - UPGRADE NUCLEAR POLICIES AND PROCEDURES

PROJECT IV.1 - REVIEW AND REVISE DESIGN CHANGE MODIFICATION PROCESS - Jack Reesy

1. The new engineering procedure (ENG-1), that describes design changes, has been revised based on comments from other divisions. A flow diagram is also being developed to be included with the procedure.

PROJECT IV.2 - IMPLEMENT COMMITMENT CONTROL PROGRAM - Dave Goss - Complete

1. Level I procedure, G-14, Commitment Control Program, has been issued and training of FSV personnel completed. This project is now complete.

PROJECT IV.3 - DOCUMENT PROCEDURES FOR REGULATORY CORRESPONDENCE REVIEW - Dave Goss - Complete

1. The same Level I procedure (G-14) as in Project IV.2, Implement Commitment Control Program, has been issued to meet the requirements of this project. This project is now complete.

PROJECT IV.4 - REVIEW ESSENTIAL REGULATORY DOCUMENTS - Dave Goss

Part 1 - Review Essential Regulatory Documents

1. Stone and Webster Engineering has completed the review of regulatory documents. Of the 276 documents reviewed, approximately 60 items were identified as possible ongoing obligations. Passive and/or active commitments have been created for the identified items.
2. The new ongoing obligations catalog is still being reviewed by those organizations responsible for the obligations.
3. Completion of the above two items should require until mid-January and project completion has been delayed.

Part 2 - Define Additional Ongoing Obligations

1. There has been little progress on this part during the last few months. It appears that it will not begin until Part 1 is mostly complete. The time estimates and schedule are also being reviewed.

PROJECT IV.5 - REVIEW AND REVISE NUCLEAR PRODUCTION
PROCEDURES - Chuck Fuller

Part 1 - Initial Definition - Complete

Part 2 - Nuclear Production Procedures Development

1. The revision of results (I&C calibration) procedures is now 100% complete. The approval cycle continues to be a problem. Issuing these procedures is not now expected until March 31, 1986. Of the 464 procedures being revised, all are rewritten, 168 issued and 296 are in review.
2. Currently, 57 of 58 System Operating Procedures (SOP's) are in process. Twenty-two have been revised and are being reviewed with walkdowns being conducted. All drafts should be complete and ready for review by February 28.

Part 3 - Review and Revise Emergency Procedures

1. This effort is becoming more complex than expected due to NUREG-0737. Bids from contract organizations are being delayed. The overall schedule has been extended to March 31, 1987. Licensing input is also needed on this project.

PROJECT IV.6 - REVIEW AND REVISE EXCLUSION LIST AND RELATED
PROCEDURES - Tim Prenger

1. The overall approach to this project has changed based upon Gilbert Commonwealth's re-involvement in this project.
2. The proposed procurement system will not include an Exclusion List. Parts will be classified as Commodity, Non-safety-related and Safety-related by definition and reviewed by Engineering for proper classification.
3. The existing Exclusion List will be moved from Level I procedure Q-4, Procurement Document Control, when the new "G" Level I procedure that defines procurement is issued. This project will be complete then with an expected completion of January 31.

PROJECT IV.7 - REVISE TECHNICAL SPECIFICATIONS - Jim
Gramling

Part 1 - Develop and Submit for NRC Approval

1. The Final Draft and other documents were submitted November 30, 1985.

2. We have received NRC's rewritten specifications for helium circulators, steam generators, and PCR/V Liner Cooling System. We are evaluating these recommended changes.
3. The changes from the current Technical Specifications are being reviewed to begin the Significant Hazards Analysis.

PROJECT IV.8 - REVIEW AND REVISE ENGINEERING PROCEDURES - Mike Daum

Part 1 - Revise Procedures

1. This project is now ahead of schedule. All of the existing ENG and ten of ten STD procedures have now been rewritten. Ten new ENG procedures were written addressing performance based training (using INPO's Training Systems Development).
2. The CWP Manual remains as the last item for this project. An interim revision may be issued but the manual may be incorporated into Site Engineering procedures.

PROJECT IV.9 - REVIEW AND REVISE LEVEL I PLANT PROCEDURES (P & G) - Jack Gahm

Part 1 - Revise 'P' Procedures - Chuck Fuller

1. Level I procedures P-1, Plant Operations, and P-2, Equipment Clearances and Operation Deviations, have been revised and issued.

Part 2 - Revise 'G' Procedures - Frank Novachek

1. A formal guide for the "G" procedure revision has been issued. Work has begun on each procedure.

PROJECT IV.10 - REVIEW AND REVISE LEVEL I QUALITY ASSURANCE PROCEDURES - Mike Ferris

1. A review methodology has been finalized and a format for the revised procedures developed.
2. Procedure Q-0, Quality Policy, is complete. No revisions were required.
3. Procedures Q-1, FSV Organization and Responsibilities, and Q-2, Quality Assurance Program are in the revision process.

PROJECT V - IMPROVE MANAGEMENT AND NUCLEAR DIVISION TRAINING

PROJECT V.1 - CONDUCT MANAGEMENT SKILLS UPGRADE - Martin McNulty - Complete

Part 1 - Initial Definition - Complete

Part 2 - Implementation of Core Courses - Complete

1. This project part includes now only the core or generic courses that were identified in Part 1. These courses have been held. Most management personnel have now attended a three-day managerial competencies training workshop and several other courses.
2. Individual training needs were also identified and are being scheduled. Attendance at chosen courses is being tracked by the corporate training organization and not as a part of this project.
3. This project part is now complete.

PROJECT V.2 - REVIEW MEMBERSHIP IN INDUSTRY ORGANIZATIONS - Larry Brey - Complete

PROJECT V.3 - ENHANCE 10CFR50.59 TRAINING - Mike Holmes

Part 1 - Conduct Training - Jeff Johns - Complete

Part 2 - Update Text Data Base - Dave Goss

1. An additional 104 "G" letters from the NRC that were not received during 1980 - 1985 are being input. The identification of these letters has increased the work required but should not impact the schedule.
2. Entry of 1985 correspondence missing from the data base is complete, entry of missing 1984 correspondence is 50% complete and entry of missing 1983 correspondence has not started.

Part 3 - Train NED Personnel - Jeff Johns

1. Training in 10CFR50.59 Safety Evaluations has been given to two of the five groups planned for in the Nuclear Engineering Division. Training for the remaining three is to be complete by January 10, 1986.

PROJECT V.4 - IMPROVE QUALITY ASSURANCE DIVISION TRAINING - M. Ferris

Part 1 - Initial Definition - Complete

Part 2 - Implementation

1. The Analysis (job and task) phase of INPO's Training System Development methodology has been completed. The final report describing the Analysis was submitted in early December.
2. Division management is now evaluating which courses will be developed by PSC and which will be developed using consulting assistance.

PROJECT V.5 - IMPROVE NUCLEAR ENGINEERING DIVISION TRAINING - Mike Daum

Part 1 - Initial Definition - Complete

1. A memorandum was issued at the end of October summarizing this project part and the proposed Engineering training program. This project part is now complete.
2. Based upon the completion of the Initial Definition (Part 1), the implementation is being restructured. Part 2 is now the completion of the procedure lesson plans (previously Part 3). Parts 3 and 4 are the implementation of the training program. Part 3 will be the Job and Task Analysis (TSD) and development of four single-lesson plan courses. The courses developed will determine degree of effort required for course development in Part 4. Part 4 will complete the implementation steps and the schedule will be re-evaluated after Part 3.

Part 2 - Complete Procedure Training Lesson Plans

1. Three of eleven lesson plans are complete with a fourth started. The completed lesson plans are for ENG procedures.
2. The lesson plan for the CWP Manual will be delayed until the manual is issued.

Part 3 - Job and Task Analysis

1. This project includes the job and task analysis for all 23 proposed courses and the pilot development of four single lesson plan courses.
2. Job and Task Analysis task lists are being prepared for engineering positions. Progress has been reported on 8 of the 24 job and task analysis areas.
3. A new training category has been created for Site Engineering Technicians from Design (Diamond Hill) Engineering Technicians.

4. This project part has fallen about one month behind schedule.

Part 4 - Implementation

1. This part will include the Design and Development phases (of TSD) for the remaining courses. The schedule will be revised based upon the experience gained in Part 3 and the available resources at that time. Completion is now estimated at either October, 1988 or July, 1989 depending on the personnel available.

PROJECT V.6 - IMPROVE LICENSING AND FUELS TRAINING - Bob Husted

Part 1 - Initial Definition - Complete

Part 2 - Implementation

1. The work specifications for the bid packages are complete and the bids were received in mid-December.
2. The bid processing has taken longer than expected and should be completed in January.

PROJECT V.7 - DEVELOP NUCLEAR PRODUCTION DIVISION TRAINING FOR INPO ACCREDITATION - Ted Borst

Part 1 - Operator Accreditation Training

1. We made excellent progress during December to catch up on two of the three positions that were behind schedule. Additional manpower from Operations was assigned on an overtime basis. Percent completes for these positions are as follows:

- Non-licensed Operator - 95%
- Reactor Operator - 100%
- Senior Reactor Operator/Shift Supervisor - 70%

2. Completion of this project part has been extended to January 31, 1986.

Part 2 - Non-Operator Accreditation

1. We have continued to progress on these positions during the quarter.

PROJECT V.8 - CONSOLIDATE SITE TRAINING - Ted Borst - Complete

PROJECT V.9 - RETRAIN LICENSED PERSONNEL - Ted Borst

Part 1 - Training Program Development - Complete

1. The Reactor Operator training material was completed in December. This part is now complete.

Part 2 - Conduct Training

1. The retraining effort is ahead of schedule and is nearly 50% complete.

PROJECT VI - PLANT CONDUCT OF OPERATIONS

PROJECT VI.1 - FORMALIZE PLANT TOUR PROCEDURES AND REPORTING
- Chuck Fuller - Complete

PROJECT VI.2 - REVISE CONDUCT OF PLANT OPERATIONS - Chuck
Fuller - Complete

PROJECT VI.3 - DOCUMENT SUPERVISOR RESPONSIBILITIES - Chuck
Fuller - Complete

PROJECT VI.4 - IMPLEMENT PLANT SIGNAGE PROGRAM - Chuck
Fuller - Hold

1. This project has been deferred until sufficient resources are available. Outside contractors are being considered.
2. Possible union problems with non-union personnel working on the project have been resolved.

PROJECT VI.5 - COMPLETE FACILITIES PLANNING STUDY - Frank
Novachek - Complete

PROJECT VI.6 - IMPROVE PARTS MANAGEMENT SYSTEM - Jack Reesy

Part 1 - Initial Assessment

1. A new revised procurement procedure and flow diagram has been drafted. This draft is being discussed as the revised approach to procurement.
2. Completion has been extended to January 15.

PROJECT VI.7 - ESTABLISH COMPONENT SHELF-LIFE PROGRAM - Jack
Reesy/Mike Niehoff

Part 1 - Complete Aging Study - Mike Niehoff

1. Wyle Labs has been unreliable in completing the work assigned. They are re-submitting some of their aging work which will be received by PSC in January. Sargent and Lundy is analyzing this data with completion expected by February 3, 1986.

Part 2 - Install Component Shelf-Life Program - Jack Reesy

1. Project start-up has been impacted by delays in Part 1, Complete Aging Study.