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**DTE Energy**



10CFR26.71(d)

August 29, 2003  
NRC-03-0070

U. S. Nuclear Regulatory Commission  
Attention: Document Control Desk  
Washington D C 20555-0001

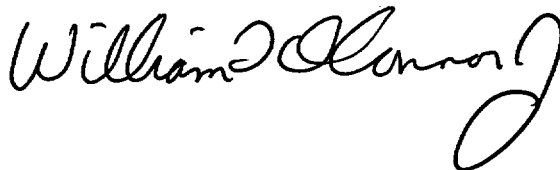
Reference: Fermi 2  
NRC Docket No. 50-341  
NRC License No. NPF-43

Subject: Semi-Annual Fitness for Duty Report

In accordance with 10CFR26.71(d), enclosed is the Semi-Annual Fitness for Duty (FFD) Report for Fermi 2 for the report period from January 1, 2003 to June 30, 2003.

Should you have any questions or require additional information, please contact Mr. Joseph H. Korte, Manager - Nuclear Security, at (734) 586-1095.

Sincerely,



Enclosure

cc: H. K. Chernoff  
J. E. Dyer  
M. A. Ring  
G. L. Pirtle  
NRC Resident Office  
Region III

A021

**Fitness for Duty Program  
Performance Data  
Personnel Subject to 10CFR26**

<b>THE DETROIT EDISON COMPANY</b>		<b>June 30, 2003</b>	
Company		6 Month Ending	
<b>FERMI 2</b>			
Location			
<b>JOSEPH H. KORTE</b>		<b>(734) 586-1095</b>	
Contact Name		Phone (include area code)	
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR26			
Marijuana	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol (% BAC)	/

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		932		0		632	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		171	2	0	0	928	7
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	13	0	0	0	51	6
Random		274	0	0	0	226	0
Follow-up		19	0	0	0	13	1
Other		0	0	0	0	0	0
Total		477	2	0	0	1218	14

### 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	0	0	2	0	0	0	0						
Long-Term Contractors	0	0	0	0	0	0	0						
Short-Term Contractors	4	2	0	0	0	4	4						A
Total	4	2	2	0	0	4	4						16

**SECTION 3  
FITNESS FOR DUTY PROGRAM  
PERFORMANCE DATA**

- 1) The Fermi 2 annualized testing rate in the Random Test Program for this reporting period was 53% (average pool size was 1872, total tested was 500). All individuals reporting to the Fermi Energy Center are in the Random Testing program.
- 2) Detroit Edison does not have an on-site testing facility but transports specimens to a laboratory certified by the Department of Health and Human Services.

**REPORTS MADE UNDER 10CFR26.73**

There was one report made under 10CFR26.73.

One contract supervisor failed to report for testing during a random test.

**TESTING RESULTS**

There were fifteen (15) individuals who tested positive, one of which tested positive twice for a total of 16 positive tests for the six-month period ending June 30, 2003. The positive tests were categorized as follows:

**Pre-Access Testing**

Two licensee and seven contract employees tested positive in this category during this six-month period.

Two licensee employees tested positive for opiates. Both individuals admitted using a prescription drug prescribed to another person. Both individuals were denied access.

Two contract employees tested positive for cocaine, three contract employees tested positive for marijuana. One contract employee provided a "cold" specimen, which was recorded as a refusal to test, and another contract employee provided a partial specimen and then refused to be tested. All individuals were denied access.

**For-Cause Testing**

Six contract employees tested positive in this category during this six-month period.

One contract employee was inprocessing and initially provided a specimen with a "cold" out-of-range temperature. The individual was requested to submit to a for-cause test and refused to be tested. The individual was denied access.

Four contract employees were for-cause tested when security officers detected the odor of alcohol as the individuals processed through the access portal on separate occasions. The individuals tested positive for alcohol. Review of the individuals work activities were performed and no deficient work practices, which could impact safety-related equipment/systems, were identified. Unescorted access was revoked for these individuals.

One contract employee tested positive for marijuana. The individual's pre-access test resulted in the specimen being below cut-off level for both specific gravity and creatine and a for-cause test was administered. The individual was denied access.

#### Random Testing

One contract supervisor was originally ruled positive in this category during this six-month period.

The individual failed to report for testing within the required time limit. The individual appealed the original determination to revoke access and the decision was overturned.

#### Follow-Up Testing

One contract employee tested positive in this category during this six-month period.

Upon notification to the employee to report for a follow-up test, the individual refused to be tested. A review of the work activities for the individual was performed and no deficient work practices, which could impact safety-related equipment/systems, were identified. Unescorted access was revoked for the individual.

### SUMMARY OF MANAGEMENT ACTIONS

There were three appeals received during this six-month period. Two appeals were reviewed by the appropriate levels of management and upheld as originally ruled. One appeal was reviewed and the original determination was overturned.

One appeal, which was received during the previous reporting period, was reviewed and upheld as originally ruled.

Two significant Condition Assessment Resolution Documents (CARD) were written identifying deficiencies in the Fitness For Duty Program during this six-month period.

One CARD identified that a person was granted unescorted access prior to receiving a negative drug screen result. The cause of this event was determined to be a human performance error during data entry activities. Administrative action was taken to address the behavior that caused the event, and procedures were revised to include peer checking of the critical phases of the task. This event was reported under 10CFR73.71(a)(4). (Reference NRC Docket No. 50-341, Safeguards Event Report (SER) No. 03-S01, dated March 5, 2003)

One CARD identified weaknesses in the notification process to employees for reporting to fitness for duty testing. This resulted in an individual failing to report within the required time limit. Procedures are being revised to provide additional actions for persons involved in the fitness for duty testing notification process.