



**FEB 23 2016**

L-2016-038  
10 CFR 26.203  
10 CFR 26.717

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

Re: Turkey Point Units 3 and 4  
Docket Nos. 50-250 and 50-251  
2015 Annual Fitness for Duty Performance Report

Attached is the Annual Fitness for Duty (FFD) Performance Report for the period of January 1, 2015, through December 31, 2015, for Turkey Point Units 3 and 4, as required by 10 CFR Part 26.717(e) and 10 CFR Part 26.203(e).

As required by 10 CFR Part 26.717(e), Attachment 1 contains the FFD Program performance data, as well as, a list of events reported and a summary of any management actions taken. In addition, the FFD Program Performance Data Reporting System NRC Form 891, Annual Reporting Form for Drug and Alcohol Tests, has been submitted electronically to the NRC.

Attachment 2 contains the Annual Fatigue Management Summary as required by 10 CFR Part 26.203(e).

Should there be any questions or comments regarding this information, please contact Mr. Mitch Guth at 305-246-6698.

Sincerely,

A handwritten signature in black ink, appearing to read 'T. Summers', with a long horizontal stroke extending to the right.

Thomas Summers  
Site Vice President  
Turkey Point Nuclear Plant

Attachments

cc: Administrator, Region II, USNRC  
Senior Resident Inspector, USNRC, Turkey Point Nuclear Plant

ADD 1  
NSIR

**FITNESS FOR DUTY PROGRAM PERFORMANCE DATA****FITNESS FOR DUTY PROGRAM PERFORMANCE DATA****Florida Power & Light Co.**

Company

**2015**

Annual Reporting Period

**Turkey Point Nuclear Plant**

Location

**James E. Denton**

Contact Name

**(305) 246-7171**

Phone Number

Cutoffs: Screen/Confirmation (ng/ml) &amp; Alcohol (% BAC)

  X   10 CFR 26 Levels identified in Sections 26.103 and 26.163

Testing Results	Licensee Employees		Contractor Personnel	
Average number with Unescorted Access Total: 1681	879		802	
Categories	# Tested	# Positive	# Tested	# Positive
Follow-Up	23	0	37	0
For Cause – Observed Behavior	3	1	6	0
For Cause - Post Event	1	0	0	0
Pre-Access	202	1	731	3
Random	493	1	412	2
Total	722	3	1186	5

**FITNESS FOR DUTY PROGRAM PERFORMANCE DATA**

During the reporting period of 2015, Florida Power & Light Co./Turkey Point Nuclear Plant conducted 1908 drug and alcohol tests in accordance with 10 CFR Part 26. Random test rates are as follows:

POOLS	Reporting Period
Turkey Point Nuclear Plant	2015 53.8%

**BREAKDOWN OF CONFIRMED POSITIVE TESTS**

Site Location	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test/ Subversion	
Licensee Employees	0	1	0	0	0	1	1	
Contractors	3	1	0	0	0	0	1	
Total	3	2	0	0	0	1	2	8

**Management Actions**

For the reporting period of 2015, eight (8) individuals were denied unescorted access authorization after testing positive for drugs or alcohol. By test type, one (1) for cause – observed behavior tests was positive, four (4) pre-access tests were positive, and three (3) random tests were positive.

**For Cause – Observed Behavior Positive Test**

One (1) licensee employee tested positive for alcohol. This individual was denied access.

**Pre-Access Positive Test**

One (1) licensee employee refused to complete a test and was permanently denied access. Two (2) initial contractor employees tested positive for marijuana. These individuals were denied access. One (1) reinstatement contractor employee tested positive for marijuana after providing a specimen with no temperature. This was ruled a subversion attempt and the individual was permanently denied access.

## **FITNESS FOR DUTY PROGRAM PERFORMANCE DATA**

### **Random Positive Test**

One (1) licensee employee tested positive for cocaine. One (1) contractor employee tested positive for marijuana. One (1) contractor employee tested positive for cocaine. These individuals were denied access.

### **Additional Comments**

1. There was one (1) subversion attempt during the 2015 reporting period.
2. For the 2015 reporting period, all blind specimens submitted to Turkey Point Nuclear Plant's HHS-certified laboratory yielded expected results.
3. One (1) contractor random drug test result was ruled an invalid by the Medical Review Officer. The Medical Review Officer requested a retest but the individual had completed his assignment and already left the site.

### **Reportable Events**

Turkey Point Nuclear Plant had no reportable events as defined in 10 CFR Part 26.719 during this reporting period.

**ATTACHMENT 2 TO L-2016-038**

**ANNUAL FATIGUE MANAGEMENT SUMMARY**



Summary of Waiver Issuance - 26.203(e)(1)(i-ii)		Number of Waivers Issued																		
Work Hour Controls		Operating or on-site directing of the operations of systems as described in 26.4(a)(1)			Performing health physics or chemistry duties as described in 26.4(a)(2)			Performing duties of a fire brigade member, as described in 26.4(a)(3) *			Performing maintenance or onsite directing of maintenance, as described in 26.4(a)(4)			Performing security duties as described in 26.4(a)(5)			Operating Total	Outage Total (days 1-60)	Outage (after day 60)	Combined Total
		Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)	Operating	Outage (days 1-60)	Outage (after day 60)				
Daily Work Hours 26.205(d)(1)	Exceeded 16 work hrs in any 24 hr period															0	0	0	0	
	Exceeded 26 work hrs in any 48 hr period															0	0	0	0	
	Exceeded 72 work hrs in any 7 day period															0	0	0	0	
Rest Breaks 26.205(d)(2)	Less than 10 hr break b/t successive work periods (or 8 hr break accommodating scheduled transition b/t shifts)															0	0	0	0	
	Less than 34 hr break in any 9 day period															0	0	0	0	
Minimum Days Off Per Shift Cycle 26.205(d)(3)	Avg of less than 1 day off per week for 8-hour shifts while operating																		0	
	Avg of less than 2 days off per week for 10-hour shifts while operating																		0	
	Avg of less than 2.5 days off per week for 12-hour shifts while operating																		0	
	Avg of less than 2 days off per week for 12-hour maintenance shifts																		0	
	Avg of less than 3 days off per week for 12-hour security shifts																		0	
Minimum Days Off for Outage Activities 26.205(d)(4) and 26.205(d)(5)	Less than 3 days off per successive 15-day period 26.205(d)(4)																0		0	
	Less than 1 day off per 7-day period for maintenance personnel 26.205(d)(4)																0		0	
	Less than 4 days off per successive 15-day period for security personnel 26.205(d)(4)																0		0	
Alternate to Mininum Days Off 26.205(d)(7)	54 hour maximum average															0	0		0	
TOTAL		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

\* NOTE: For individuals performing fire brigade duties and other duties, please count them only under the fire brigade column. Do not double count these individuals.



Facility Name

Report Period

Turkey Point ▼

2015 ▼

## Distribution of Waiver for Individuals in Each Category - 26.203(e)(1)(iii)

## Number of Employees Issued Waivers

Number of Waivers	Operating or on-site directing of the operations of systems, as described in 26.4(a)(1)	Performing health physics or chemistry duties as described in 26.4(a)(2)	Performing duties of a fire brigade member as described in 26.4(a)(3) *	Performing maintenance or onsite directing of maintenance as described in 26.4(a)(4)	Performing security duties as described in 26.4(a)(5)
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11-20					
More than 20					
Total Number of Employees Issued Waivers	0	0	0	0	0
Most Waivers Provided to a Single individual					

\* Note: For individuals performing the fire brigade duties, please count them only under fire brigade column. Do not double count these individuals.

## Summary of Corrective Actions - 26.203(e)(2)

## Analysis of Waiver Assessment Data:

No waivers were issued in 2015.

## Analysis of Fatigue Assessment Data:

Five fatigue assessments were performed during 2015. Four fatigue assessments were performed for-cause due to observed behavior. Two for-cause evaluations were for non-covered employees and the other two employees were covered workers; however, the for-cause evaluations were performed prior to coming into work. One fatigue assessment was performed post-event after a fork-lift event. The employee was not a covered worker. All five fatigue assessments determined the employees were not fatigued; therefore, there were no corrective actions required as a result of the fatigue assessments.

## Conclusions:

## Summary of Status of Corrective Actions:

No corrective actions were required.