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SUBJECT: Forwards fitness for duty semiannual performance data rept
 for period Jul-Dec 1995.

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WASHINGTON PUBLIC POWER SUPPLY SYSTEM

P.O. Box 968 • 3000 George Washington Way • Richland, Washington 99352-0968 • (509) 372-5000

February 28, 1996
GO2-96-043

Docket No. 50-397

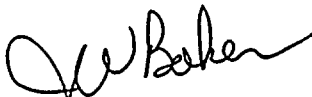
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Subject: **WNP-2 OPERATING LICENSE NPF-21
FITNESS FOR DUTY SEMIANNUAL PERFORMANCE DATA REPORT
JULY 1, 1995, TO DECEMBER 31, 1995**

Pursuant to 10 CFR 26.71(d), enclosed is the Washington Public Power Supply System's Fitness for Duty Semiannual Performance Data report for July 1, 1995, to December 31, 1995. The data has been compiled and analyzed and management actions have been taken to enhance the Fitness for Duty program. Charts and graphs that summarize program data are attached to the report.

Should you have any questions or desire additional information regarding this matter, please call me or D. W. Martin, Manager, Security Programs at (509) 377-8628.

Sincerely,



J. V. Parrish
Chief Executive Officer
(Mail Drop 1023)

/sd

Attachment: Fitness for Duty Semiannual Performance Data Report for July 1, 1995, to December 31, 1995.

cc/wo att.: LJ Callan - NRC RIV
KE Perkins, Jr. - NRC RIV, Walnut Creek Field Office
NS Reynolds - Winston & Strawn
JW Clifford - NRC
DL Williams - BPA/399
NRC Sr. Resident Inspector - 927N

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INTEROFFICE MEMORANDUM

DATE: February 23, 1996

TO: File

FROM: J. V. Parrish, Chief Executive Officer  (1023)

SUBJECT: DELEGATION OF AUTHORITY

REFERENCE:

I will be absent from the office February 26-28, 1996. Mr. J. W. Baker, Vice President, Resource Development is authorized to act in my place on all matters except those which by policy can not be delegated.

Should my scheduled return be delayed, this delegation shall continue until my actual return.

tmh

"Original Signed and Filed"

Distribution

JW Baker	1023
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**Fitness for Duty Program
Performance Data
Personnel Subject to 10CFR 26**

Washington Public Power Supply System, WNP-2	6 Months Ending: December 31, 1995
3000 George Washington Way	Richland, WA 99352
Contact Name: J.A. Gloyd	Phone: (509) 377-8320

[x] Appendix A to 10CFR26

Cutoffs:	Screen /	Confirmation		Screen /	Confirmation
Marijuana	50	15	Amphetamines	1000	500
Cocaine	300	150	Phencyclidine	25	25
Opiates	300	300	Alcohol (%BAC)	.04	

Testing Results	Licensee Employees		Long-Term Contractors		Short Term Contractors	
Average # With Access:	1191		146		29	
Category	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	60	1	9	0	85	1
Post-Accident	1	0	0	0	1	0
Observed Behavior	5	0	1	1	0	0
Random	298	1	18	0	15	0
Follow-Up	2	1	0	0	1	0
Other	0	0	0	0	0	0
Total	366	3	28	1	102	1

Fitness for Duty
Performance Data
Personnel Subject to 10CFR 26

Breakdown of Confirmed Positive Tests for Specific Substances:

	THC 100ng	THC 50ng	Cocaine	Opiates	Amphe tamines	PCP	Alcohol	Opiates & Cocaine	Refuse To Test
Licensee Employees	0	1	2	0	0	0	0	0	0
Long-Term Contractors	0	0	0	0	0	0	0	1	0
Short-Term Contractors	1	0	0	0	0	0	0	0	0
Total	1	1	2	0	0	0	0	1	0

FFD PERFORMANCE DATA REPORT

July 1 to December 31, 1995

INTRODUCTION

As required by 10 CFR 26.71(d), Washington Public Power Supply System, Plant No. 2 is submitting the attached Fitness for Duty Performance Data Report for the second six-month reporting period of 1995, July 1 to December 31, 1995.

During the calendar year 1995, the Supply System performed 940 random drug and alcohol tests. This represents a testing rate of 53.37 percent of the average population of 1761 with unescorted access and meets the requirements of 10 CFR 26. There were three confirmed positive random tests during this period representing an incident rate of 0.3 percent.

PROGRAM RESULT ANALYSIS

Pre-Access

The Medical Review Officer (MRO) confirmed positive two pre-access drug test results during the report period. Both tests were confirmed positive for marijuana. This included one Supply System applicant and one short-term contractor.

The MRO verified the short-term contractor had tampered with the test sample by adulteration. The first sample given by the individual was suspect and a second sample was obtained. The first sample was determined to be unsuitable for testing by the Health and Human Services (HHS) certified laboratory. The MRO subsequently ordered the sample be analyzed for adulterants. A colorimetric test, specifically for anionic surfactant (also known as Mary Jane's SUPER CLEAN 13), was performed and confirmed positive for the adulterant. The second sample proved not to be adulterated and was confirmed positive for marijuana.

The individual was verified as testing positive and with tampering with the chemical test. In accordance with Supply System policy, the individual was denied access to the Protected Area and may not apply for employment for a period of three years.

Post Accident

Two post accident drug/alcohol tests were administered as the result of an auto accident in the industrial area of WNP-2. A licensee employee, driving into the parking lot of the industrial area, was blinded by the sun and struck a short-term contractor, who was walking across the parking lot. Both the driver of the car and the pedestrian were tested as part of the accident investigation. Both individuals tested negative.

FFD PERFORMANCE DATA REPORT

July 1 to December 31, 1995

Observed Behavior/For Cause

Six drug/alcohol tests were administered for observed behavior/for cause during this reporting period. Five were licensee employees and resulted in negative drug/alcohol readings. The sixth, a long-term contractor, resulted in a positive test for a combination of heroin and cocaine. Access to the Protected Area was denied.

The behavioral observations, leading to testing for cause, were based on patterns of performance including absenteeism, failure to follow procedures, sleeping or appearing to be asleep on the job, inappropriate behavior, odor of alcohol, and horseplay.

Random

Three hundred and thirty one individuals were randomly tested during the reporting period from an average available pool of 1366. The pool consisted of 1191 Supply System employees, 146 long-term contractors, and 29 short-term contractors. There was one confirmed positive test, representing an incident rate of 0.3 percent.

Follow-Up

Three drug/alcohol tests were administered under the follow-up testing program during this reporting period. One follow-up test resulted in a confirmed positive test for cocaine. The individual was terminated and denied access to the Protected Area for three years.

Other

There were no chemical tests administered as a result of the other category during this six-month reporting period.

MANAGEMENT ACTIONS

Two Supply System employees with unescorted access privileges were temporarily suspended, pending confirmation of the test results for cocaine. One individual, who tested positive during random testing, was denied access to the Protected Area of WNP-2 for fourteen days and referred to treatment. The other individual tested positive during a follow-up test, was terminated, and denied access to the Protected Area for three years.

FFD PERFORMANCE DATA REPORT

July 1 to December 31, 1995

REPORTABLE EVENTS

There were no incidents of the sale, use, or possession of illegal drugs within the Protected Area. There were no acts by any person licensed under 10CFR Part 55 to operate a power reactor or by any supervisory personnel involving the sale, use, or possession of a controlled substance, resulting in confirmed positive tests on such persons, involving use of alcohol within the Protected Area, or resulting in a determination of unfitness for scheduled work due to the consumption of alcohol.

APPEALS

During this reporting period, no individual appealed their test determinations.

PROGRAM REVIEW

Quality Assurance performed an audit of the FFD program November 27 to December 14, 1995. The FFD Coordinator and Medical Review Officer from Comanche Peak Steam Electric Station assisted in the audit. The team had no findings but did make several procedural enhancement recommendations.

The team had positive comments on the competency level of the technicians in both the collection facility and the EMIT laboratory as well as the aggressive and timely actions taken by the FFD staff in addressing previous audit findings. In addition, the team noted the FFD staff had made significant improvements in the off-site collection facility.

PERFORMANCE SUMMARY FOR 1995

Chart Summary:

- | | |
|---------|---|
| Chart 1 | Random Pool/Employee Type. This chart shows the total population in each of the reporting categories making up the random test pool that was administered by the Fitness for Duty Program from July 1 to December 31, 1995. |
| Chart 2 | Chemical Tests by Type. This chart shows the breakdown of drug and alcohol tests by category for the July 1 to December 31, 1995 reporting period. |

FFD PERFORMANCE DATA REPORT
July 1 to December 31, 1995

- Graph 2 MRO Confirmed Positive, Monthly Percentage by Employee Type. This graph shows the percentages of confirmed positive chemical test results by employee type between July 1 and December 31, 1995.
- Graph 3 MRO Confirmed Positive Results, Monthly Confirmations by Substance. This graph shows the five confirmed positive test results by chemical.

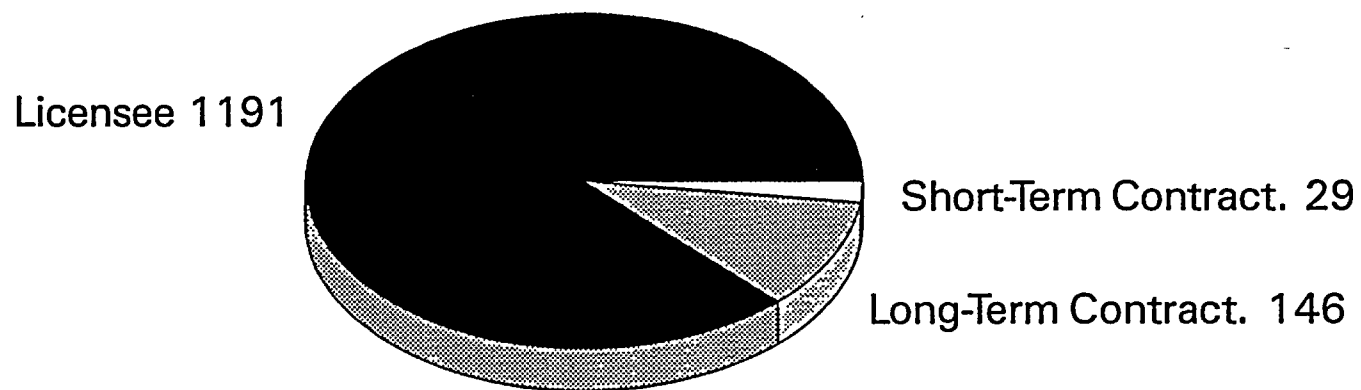
CONCLUSION

The Supply System continues to demonstrate that the Fitness for Duty Program is successful towards achieving a drug-free workplace.

Supply System FFD Program

Tests By Employee Type

For Current Reporting Period



Average Random Pool Size = 1366

Chart 1

July 1 to December 31, 1995

Supply System FFD Program

Chemical Tests By Type

For Current Reporting Period

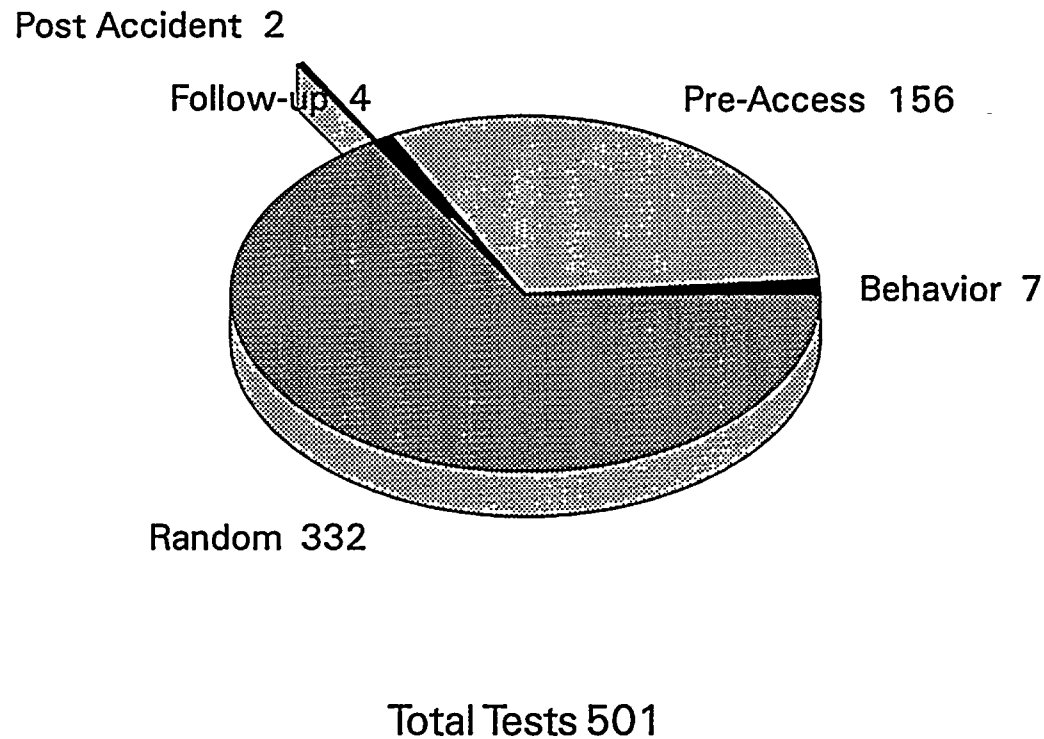
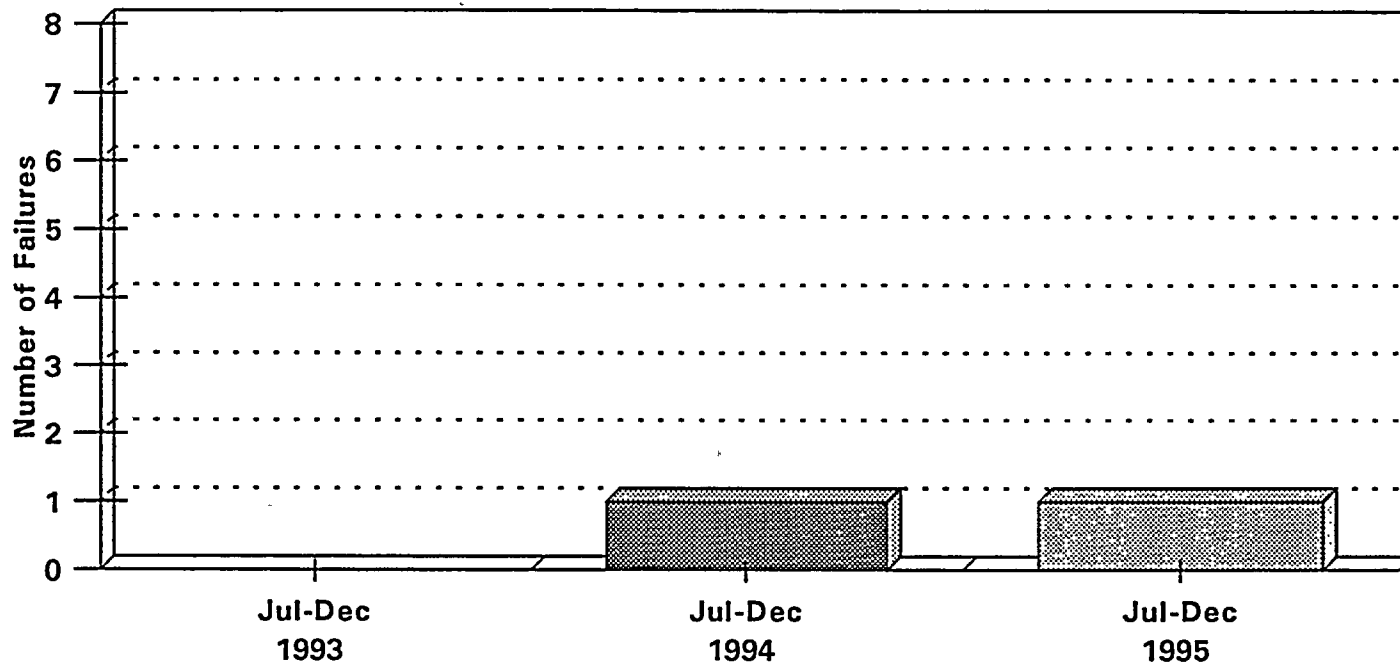


Chart 2
July 1 to December 31, 1995

Random Test Failures

July 1 to December 31, 1995 Periods

1993, 1994 & 1995



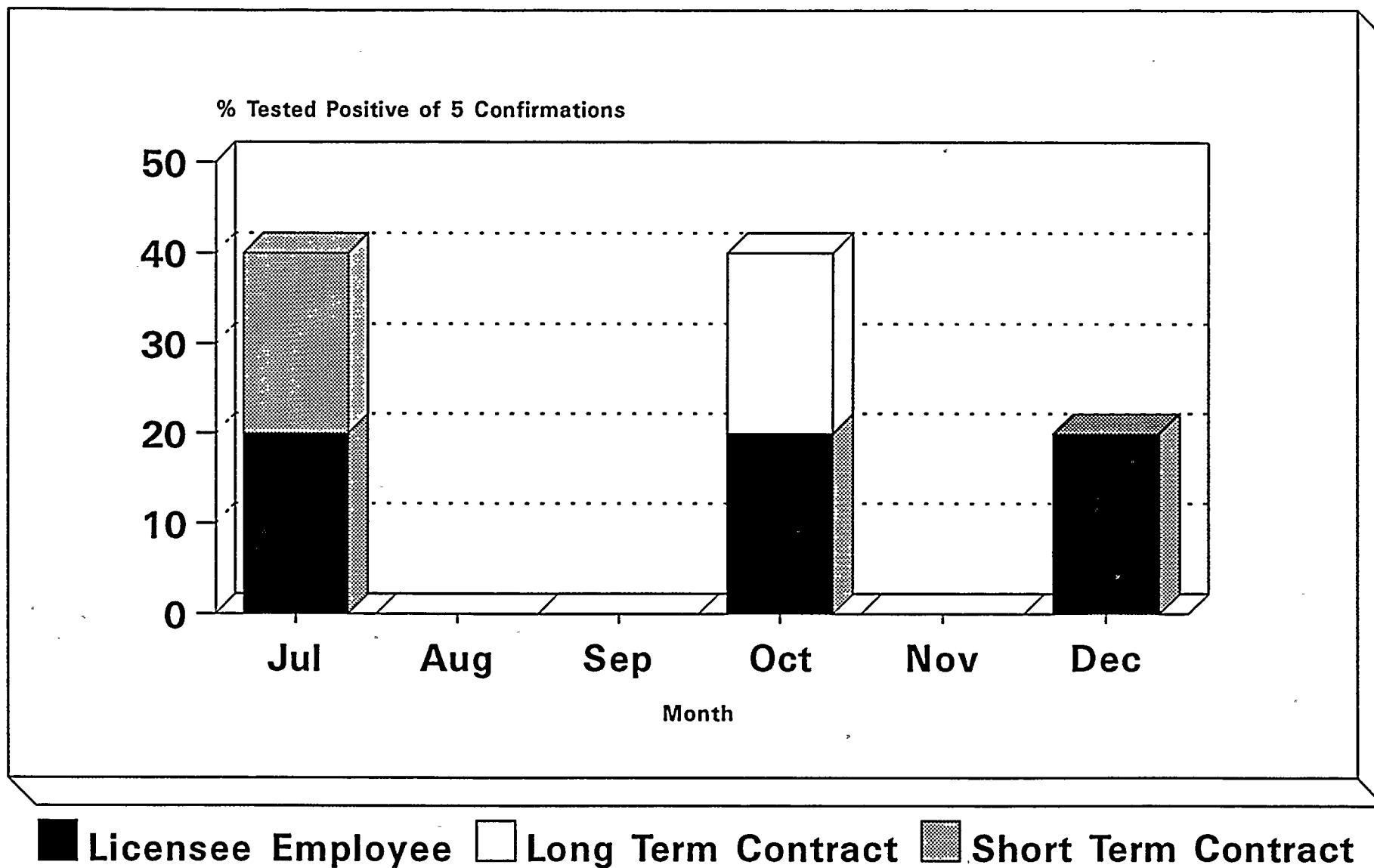
Marijuana	0	1	0
Cocaine	0	0	1

Reporting Period

Graph 1
Random Results Only

MRO Confirmed Positives

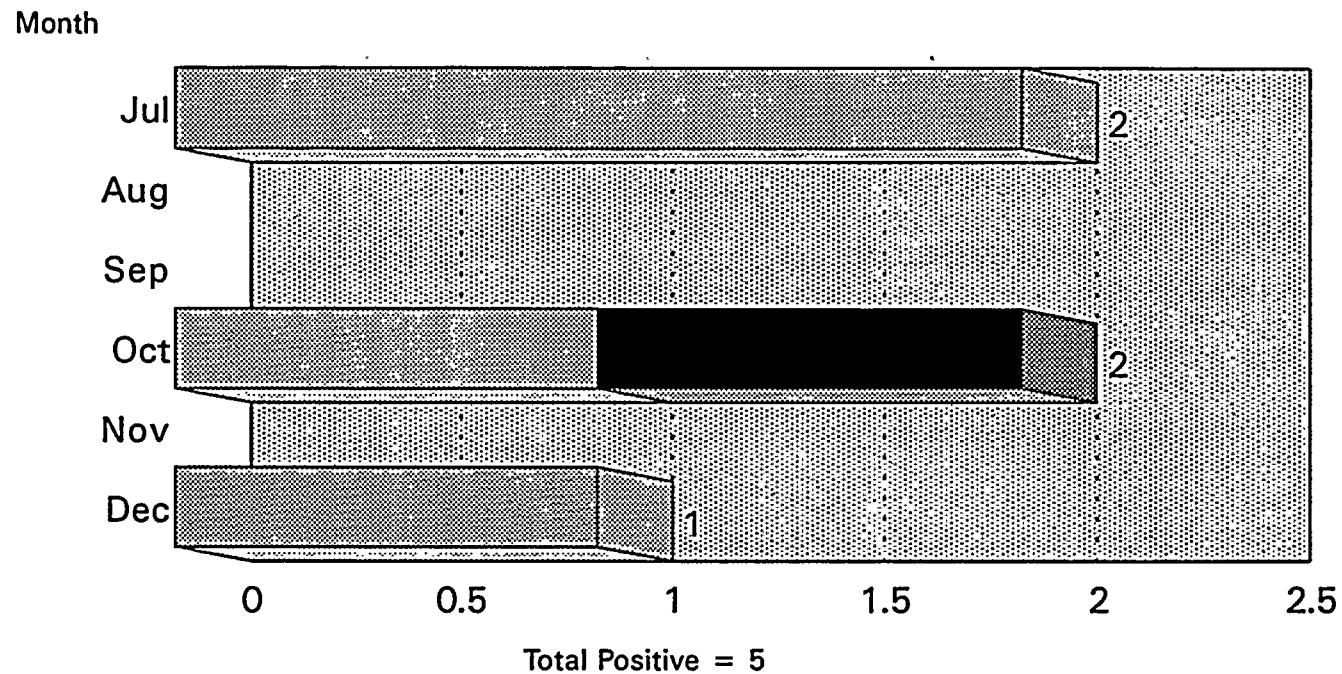
Monthly Percentage by Employee Type



Graph 2
July 1 to December 31, 1995

MRO Confirmed Positive Results

Monthly Confirmations by Substance



Amphetamines		0	0	0	0	0	0
Cocaine		0	0	0	0	0	1
THC		2	0	0	1	0	0
Opiate & Cocaine		0	0	0	1	0	0

Graph 3
July 1 - December 31, 1995

