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SUBJECT: Forwards FFD program semiannual performance rept for
Jan-June 1995.

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Arizona Public Service Company

PALO VERDE NUCLEAR GENERATING STATION
P.O. BOX 52034 • PHOENIX, ARIZONA 85072-2034

102-03462-AKK/SAB/PMB

August 30, 1995

10 CFR 26.71(d)

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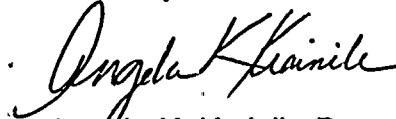
Dear Sirs:

**Subject: Palo Verde Nuclear Generating Station (PVNGS)
Units 1, 2, & 3
Docket Nos. STN 50-528/529/530
Fitness-For-Duty Program Semiannual Performance Report**

Pursuant to 10 CFR 26.71(d), Arizona Public Service Company hereby provides, as an enclosure to this letter, the Fitness-For-Duty Program Semiannual Performance Report for the reporting period of January 1995 through June 1995.

Should you have any questions, please contact Scott A. Bauer at (602) 393-5978.

Sincerely,



Angela K. Krainik, Department Leader
Nuclear Regulatory Affairs

AKK/SAB/PMB/pb

Enclosure

cc: L. L. Bush (all w/enclosure)
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ENCLOSURE

**ARIZONA PUBLIC SERVICE COMPANY
FITNESS-FOR-DUTY PROGRAM
SEMIANNUAL PERFORMANCE REPORT
JANUARY 1, 1995 THROUGH JUNE 30, 1995**

Introduction

The Arizona Public Service Company (APS) Fitness-for-Duty (FFD) Program continues to be successful in its mission to maintain a drug-free workplace. During this reporting period, APS performed 1682 drug and alcohol tests. Of these, 802 were administered on a random basis. This constitutes an equivalent testing rate of 54 percent for this reporting period.

The percentage of confirmed positive random drug and alcohol tests for this reporting period is 0.1% percent. APS continues to attribute its success in achieving this low positive rate to a strong Employee Assistance Program and awareness training.

Analysis of Program Results

The confirmed positive drug test results for this reporting period, by type of test and type of drug, are summarized in Tables 1 and 2 respectively, and are discussed below:

Pre-Access Testing:

Marijuana	7
Amphetamine	2

Total: 9 confirmed positive test results involving 9 individuals

Comments: A total of 801 individuals were tested under the pre-access screening category. The nine individuals registering positive test results were short-term contractors. These individuals were denied site access and released to their respective employer.

For Cause Testing (Including observed behavior and post-accident):

Comments: APS tested a total of 34 individuals under the For Cause Testing category during this reporting period. A total of 26 tests were conducted under the observed behavior category. Reasons for testing included: behavior observation, suspected adulteration of specimens and an odor of alcoholic beverage on individuals. Eight tests were conducted under the Post-Accident category. All test results under the For Cause Testing category were negative.

Random Testing:

Cocaine	1
---------	---

Total: 1 confirmed positive test result

Comments: APS tested 802 individuals who were randomly selected for drug and alcohol testing during this reporting period. This constituted a 54 percent testing rate for this reporting period. The individual who registered the positive test result was a short-term contractor. The individual was denied site access and released to the respective employer.

Follow-Up Testing:

Comments: A total of 32 tests were performed as a part of the APS Follow-Up Testing Program. None of the individuals tested in this category registered a positive test result. Currently, 10 individuals are being monitored through the Follow-Up Testing Program.

Other Testing:

Comments: Two individuals were tested due to a positive test result for opiates. The Medical Review Officer (MRO) determined that the positive test was related to poppy seed consumption. APS policy requires that an individual who is suspected of testing positive because of poppy seed consumption refrain from consuming foods containing poppy seeds for ten days. During the ten days, the individual is required to submit to drug and alcohol testing. In the above two cited incidents, the individuals were tested within the ten days and test results were negative.

Under the APS Executive Drug Screening Program, Managers and above are required to have an annual drug screen. Ten of the tests performed in the Other Category (Table 1) are members of management who were tested to comply with the Executive Program. All test results under the Executive Program were negative.

One individual was denied site access and released to the respective employer for failure to comply with APS Company Policy prohibiting alcohol in the owner controlled area. The individual was a short-term contractor. The alcohol was found outside of the protected area. The individual underwent drug and alcohol testing and results were negative. For recordkeeping purposes, this is addressed under Other in Table 1 and the possession is recorded as a positive test result.

An error was noted in Table 1 under the category of "Other" (under "licensed employees") on the last semi-annual performance report. Two were listed as tested, however; the correct number tested should have read three. The positive number was accurate.

Reportable Events

APS has not experienced any Reportable Events during this reporting period. The licensed operator who registered a positive test result in the first reporting period of 1994 continues to progress satisfactorily. The individual successfully remains in the Follow-Up Program and is in the operator licensing path.

Program Review

One short-term contractor, who was released for possession of alcohol during this reporting period, appealed. The Appeals Board reviewed the relevant data and upheld the original determination.

On March 1, 1995, FFD implemented the following revisions:

- Marijuana screening levels were changed from 20 ng/ml to 50 ng/ml.

- Individuals registering a positive test result for illegal drugs for the first time will receive a 14-day suspension from the protected area. During this period, the individual will be required to submit to an EAP evaluation and must comply with all recommendations stemming from the evaluation. The individual will be placed and monitored in the Follow-Up Program for a minimum of three years. Sanctions for short-term contractors have not changed.
- Confirmed positive test results for either alcohol or prescription abuse will result in a mandatory referral to EAP. Access to the protected area shall be suspended pending the EAP evaluation. Participation in the Follow-Up Program will be required for a minimum of one year.
- Benzodiazepines and barbiturates have been deleted from the APS drug panel.

Revisions to the program were made in recognition of the low positive testing rates realized by APS. The changes have been closely monitored and no adverse consequences have been observed. APS' commitment to the goal of a drug-free work environment remains strong.

FFD is part of the Health Services Department. The Health Services Department completed a re-engineering process during the first part of this reporting period. A Health Services Team Leader was selected to supervise the day-to-day departmental functions. A new position, the Drug and Alcohol Administrator, was developed. The purpose of the new position is to maintain and evaluate program compliance and to coordinate the implementation of the overall FFD/Drug Screening Program within APS.

Planned Actions

Since September 1994, FFD has been processing random selections utilizing the Auto-ACAD System. The system has proved to be accurate and no individuals have been excluded from the random pool. However, the process is time consuming and cumbersome. APS Security and FFD are currently in the process of updating and enhancing computer systems. FFD has purchased the Health Evaluation and Information System for Drug Abuse in the Industry (HEIDI). HEIDI is a comprehensive drug management tool designed to facilitate the drug testing process, interface with the employee assistance program, track the follow-up program, and develop monthly, bi-annual and annual reports. APS anticipates that HEIDI will reduce data entry time and the potential for human error. Installation and implementation began on August 1, 1995.

Table 1

Fitness-For-Duty Program

Performance Data

Personnel Subject to 10 CFR Part 26

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

Arizona Public Service Company	June 30, 1995
<small>Company</small>	<small>6 months ending</small>
Palo Verde Nuclear Generating Station (PVNGS)	
<small>Location</small>	
Mary F. Maddix	(602) 393-7465
<small>Contact Name</small>	<small>Phone(include area code)</small>

Cutoffs: Screen/Confirmation (ng/ml) ☐ Appendix A to 10 CFR 26

Marijuana	50 / 15	Amphetamines	1000 / 500
Cocaine	300 / 150	Phencyclidine	25 / 25
Opiates	300 / 300	Alcohol (% BAC)	0.04%

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		2,350				629	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		81	0	0	0	720	9
For Cause	Post accident	3	0	0	0	5	0
	Observed behavior	8	0	0	0	18	0
Random		683	0	0	0	119	1
Follow-Up		12	0	0	0	20	0
Other		11	0	0	0	2	1
Total		798	0	0	0	884	11

Rev. 7/18/95

Table 2

Breakdown of

Confirmed Positive Tests for

Specific Substances

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Benzodiazepines	Barbiturates	Total	4	5
Licensee Employees	0	0	0	0	0	0	0	0	0	0		
Long-Term Contractors	0	0	0	0	0	0	0	0	0	0		
Short-Term Contractors	7	1	0	2	0	0	0	0	0	10		
Total	7	1	0	2	0	0	0	0	0	10		

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Additional Information

- 12 specimens screened positive at 20 ng/ml for THC
- 1 specimen screened positive at 50 ng/ml for THC
- 9 specimens screened positive at 100 ng/ml for THC
- Not reflected in Table 2 is a short-term contractor released for possession of alcohol on site.

