

REGULATORY INFORMATION DISTRIBUTION SYSTEM (RIDS)

**SUBJECT: Forwards fitness-for-duty program semiannual performance
rept for period of Jul-Dec 1997.**

NOTES:STANDARDIZED PLANT	05000528
Standardized plant.	05000529
Standardized plant.	05000530

	RECIPIENT	COPIES		RECIPIENT	COPIES	
	ID CODE/NAME	LTTR	ENCL	ID CODE/NAME	LTTR	ENCL
	PD4-2 PD	1	1	CLIFFORD, J	1	1
INTERNAL:	ACRS	1	1	FILE CENTER 01	1	1
	NRR/DRCH/HOLB	1	1	NRR/DRPM/PSGB	1	1
	NUDOCS-ABSTRACT	1	1	RGN4	1	1
EXTERNAL:	NOAC	1	1	NRC PDR	1	1

PLEASE HELP US TO REDUCE WASTE. TO HAVE YOUR NAME OR ORGANIZATION REMOVED FROM DISTRIBUTION LISTS OR REDUCE THE NUMBER OF COPIES RECEIVED BY YOU OR YOUR ORGANIZATION, CONTACT THE DOCUMENT CONTROL DESK (DCD) ON EXTENSION 415-2083

TOTAL NUMBER OF COPIES REQUIRED: LTTR 10 ENCL 10

MAY

Arizona Public Service Company

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

10 CFR 26.71(d)

102-04083 – AKK/SAB/CJJ

February 27, 1998

U. S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Mail Station P1-37
Washington, DC 20555-0001

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 July 1, 1997 through December 31, 1997.

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/CJJ/cj

Enclosure

cc: L. L. Bush (all w/enclosure)
E. W. Merschoff
J. W. Clifford
J. H. Moorman 100053
K. E. Perkins

AD21

9803100309 980227
PDR ADOCK 05000528
R PDR



ENCLOSURE

ARIZONA PUBLIC SERVICE COMPANY

FITNESS-FOR-DUTY PROGRAM

SEMIANNUAL PERFORMANCE REPORT

JULY 1, 1997 THROUGH DECEMBER 31, 1997

Introduction

The Arizona Public Service Company (APS) Fitness-for-Duty (FFD) Program remains successful in its mission to maintain a drug-free workplace. During this reporting period, APS performed 1292 tests, of these tests, 635 were administered on a random basis. This constitutes an equivalent testing rate of 51 percent for this reporting period.

The percentage of confirmed positive random drug and alcohol tests for this reporting period is 0.5 percent.

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 Table 1 and 2 respectively and are discussed below.

Pre-Access Testing:

Marijuana	5	
Alcohol	1	
Amphetamine	2	
Total	8	(confirmed positive test result involving 7 individuals)

Comments: APS tested a total of 628 individuals under the Pre-Access Testing category during this reporting period. An individual who was a candidate for employment by APS tested positive for two drugs; marijuana and amphetamine. The offer for employment was rescinded. The other 6 individuals registering positive test results were short-term contractors. The individuals were denied site access and released to the respective employer.

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

Marijuana	1	
Total	1	(confirmed positive involving one individual)

Comments: APS tested a total of 7 individuals under the For Cause Testing category during this reporting period. For Cause testing includes: behavior observation, suspected adulteration of specimens or an odor of alcoholic beverage on individuals. The individual who registered a positive test was tested under this category as a result of a diluted specimen. The individual was a short-term contractor. Site access was denied and the individual was released to his respective employer.

Random Testing:

Marijuana	2	
Refusal	1	
Total	3	(confirmed positive involving 3 individuals)

Comments: APS tested a total of 635 individuals under the Random Testing category during this reporting period, this constitutes a 51 percent testing rate. The individuals registering positive tests were APS employees. Two individuals registered a positive test for marijuana. APS policy requires individuals registering a first positive to be suspended for a minimum of 14 days. A mandatory referral is made to the Employee Assistance Program (EAP) and access to the site is denied until EAP is satisfied that the individual is trustworthy and reliable. Upon returning to site, the individual is required to undergo observed FFD testing and is placed in a follow-up program for 3 years. Both individuals have successfully completed the requirements and access to the protected area has been reinstated. One individual who was selected for random testing failed to cooperate. Upon receiving notification of the test, the individual advised her leader that she had just been notified of a family emergency and left the site. Upon return to site, a request for documentation supporting the emergency was made. At this time the individual notified her leader she was terminating her employment with APS. The individual was advised that failure to provide the requested documentation would be classified as a refusal and would result in a positive test. The individual agreed to provide the documentation, however, has failed to do so. The individual was notified by certified mail that the test has been classified as a positive test and access to the site was revoked for 3 years. The individual was informed of the right to appeal but has not done so.

Follow-Up Testing:

Amphetamine	2	
Total	2	(confirmed positive involving 1 individual)

Comments: APS conducted a total of 20 tests that were performed as part of the APS Follow-Up Testing Program during this reporting period. The individual registering the two positive tests for amphetamine was an APS employee. The individual had been placed in the Follow-up Program as a recommendation by EAP following the completion of a treatment program. EAP had recommended follow-up testing twice a month. The individual registered a positive test for amphetamines and 10 days later was required to submit to another follow-up test, which was also positive. The individual's employment with APS was terminated.

Other Testing:

Two tests were done under this category. One individual was retested due to a positive test for opiates. The Medical Review Officer (MRO) determined 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. The individual was tested in the ten day period and results were negative. One individual requested testing because of allegations made against him during an investigation. The investigation revealed that the allegations were unfounded. No positive test results were registered under this category.

Reportable Events

APS has not experienced any Reportable Events during this reporting period.

Program Review

In the last semi-annual report, Palo Verde reported that 106 individuals had been inappropriately removed from the random pool. Corrective actions were implemented and additional training was provided to personnel who are directly involved with the FFD computer system. Palo Verde has not experienced any further problem in this area.

On September 24, two blind specimens containing opiates were sent to the off site certified laboratory. Both specimens were reported as negative. Aliquots from the specimens were sent to the back up laboratory, which reported one aliquot as negative and the other as positive. The aliquot testing positive was slightly above the required cut off levels. The blind specimen vendor was contacted and advised of the finding. The vendor admitted that the negative readings were most likely due to inadequate mixing of the batch. The vendor does not perform GC/Mass Spectrometry on each specimen drawn from a batch and does not intend to do so in the future. Therefore, Palo Verde has contracted with a vendor who does perform GC/Mass Spectrometry on each specimen it draws from a batch.

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

Arizona Public Service Company	December 31, 1997
Company	6 months ending
Palo Verde Nuclear Generating Station (PVNGS)	
Location	
Mary F. Maddix	(602) 393-2464
Contact Name	Phone(include area code)

Cutoffs: Screen/Confirmation (ng/ml) ☐ Appendix A to 10CFR26

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		2141				356	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		91	1	0	0	537	6
For Cause	Post accident	3	0	0	0	0	0
	Observed behavior	3	0	0	0	1	1
Random		536	3	0	0	99	0
Follow-Up		14	2	0	0	6	0
Other		2	0	0	0	0	0
Total		649	6	0	0	643	7

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Ampheta- mines	Phency- clidine	Alcohol	Refusal to Test			Total	4	5
Licensee Employees	3	0	0	3	0	0	1			7		
Long-Term Contractors	0	0	0	0	0	0	0			0		
Short-Term Contractors	5	0	0	1	0	1	0			7		
Total	8*	0	0	4*	0	1	1			14		

Additional Information

*One individual tested positive for two drugs

10 specimens screened positive for marijuana at the 100 ng/ml level

10 specimens screened positive for marijuana at the 50 ng/ml level

