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SUBJECT: Forwards fitness-for-duty program performance data for six month period ending 910630. D

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P.O. Box 14000, Juno Beach, FL 33408-0420

AUG 19 1991

L-91-227  
10 CFR 26

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

Gentlemen:

Re: Turkey Point Units 3 and 4  
Docket Nos. 50-250 and 50-251  
St. Lucie Units 1 and 2  
Docket Nos. 50-335 and 50-389  
Semi-Annual Fitness For Duty  
Program Performance Data

In accordance with 10 CFR 26.71(d), please find attached the fitness-for-duty program performance data for the six (6) month period ending June 30, 1991.

Should you have any questions, please contact us.

Very truly yours,

W. H. Bohlke  
Vice President  
Nuclear Engineering and Licensing

WHB/DMB

Attachment

cc: Stewart D. Ebnetter, Regional Administrator, Region II, USNRC  
Senior Resident Inspector, USNRC, Turkey Point Plant  
Senior Resident Inspector, USNRC, St. Lucie Plant

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# FITNESS FOR DUTY PROGRAM PERFORMANCE DATA

## PERSONNEL SUBJECT TO 10 CFR PART 26

<b>Company:</b> Florida Power and Light	<b>Location:</b> Turkey Point Plant
<b>Reporting Period</b> 6 months ending: June 30, 1991	<b>Average Number with Unescorted Access for Reporting Period:</b> 4025
<b>Contact:</b> J. G. West <b>Title:</b> Manager-Nuclear Security	<b>Phone:</b> (407) 694-4253 <b>FAX :</b> (407) 694-5084

### Screening Cutoff Levels (ng/ml)

Substance	Cutoff Levels		Substance	Cutoff Levels	
	Screen	Confirm		Screen	Confirm
Marijuana	50	10	Amphetamines	300	500
Cocaine	300	150	Phencyclidine	25	25
Opiates	300	200	Alcohol (%BAC)	.04%	.04%

### Test Results

Categories	Licensee Employees				Contractor Employees			
	# Tested	# Pos. Results	# to EAP	# Access Restored	# Tested	# Pos. Results	# to EAP	# Access Restored
Pre-Employment	N/A				N/A			
Pre-Badging	121	0	0	0	1669	30	0	0
Periodic	N/A				N/A			
For Cause	2	0	0	2	12	9	0	3
Post Accident	0	0	0	0	0	0	0	0
Random	802	2	2	2	1339	13	0	0
Follow-up	43	1	0	0	12	0	0	0
Other	N/A				N/A			
<b>Total</b>	<b>968</b>	<b>3</b>	<b>2</b>	<b>4</b>	<b>3032</b>	<b>52</b>	<b>0</b>	<b>0</b>

**NOTE:**

All confirmed positive test results were above DHHS/NRC confirmation cutoff levels.

# TURKEY POINT PLANT

## PRE-BADGING TESTING PROGRAM RESULTS

Test Year	1989		1990		1991		1992		1993	
Number of Individuals Tested	N/A	N/A	2030	1874	1790					
Number of Positive Tests	N/A	N/A	42	20	30					
% Positive	N/A	N/A	2.07%	1.07%	1.67%					
Graph of % Positive	5									
	4									
	3									
	2									
	1									

### Confirmed Positive Tests for Specific Substances

Substance	1989		1990		1991		1992		1993	
Marijuana	N/A	N/A	27	4	17					
Cocaine	N/A	N/A	12	12	10					
Opiates	N/A	N/A	0	0	0					
Amphetamines	N/A	N/A	1	0	0					
Barbiturates	N/A	N/A	1	0	0					
Alcohol	N/A	N/A	1	2	3					
Refusal to Test	N/A	N/A	0	2	0					



# TURKEY POINT PLANT RANDOM TESTING PROGRAM RESULTS

Test Year	1989		1990		1991		1992		1993	
Number of Tests Conducted	N/A	N/A	2033	2042	2141					
Number of Positive Tests	N/A	N/A	20	8	15					
% Positive	N/A	N/A	.98%	.39%	.70%					
Graph of % Positive	5									
	4									
	3									
	2									
	1									

## Confirmed Positive Tests for Specific Substances

Substance	1989		1990		1991		1992		1993	
Marijuana	N/A	N/A	4	1	6					
Cocaine	N/A	N/A	10	5	8					
Opiates	N/A	N/A	0	0	0					
Amphetamines	N/A	N/A	0	0	0					
Barbiturates	N/A	N/A	0	0	0					
Alcohol	N/A	N/A	4	1	1					
Refusal to Test	N/A	N/A	2	1	0					

MANAGEMENT ACTIONS  
TURKEY POINT PLANT

1. In order to increase the frequency of weekend testing, a program was implemented establishing an annual target of 24 weekend days for testing to be conducted. Additionally, the program put into effect performance monitoring for this activity to ensure the testing frequency objective was met. Results through the first half of 1991 indicate that Turkey Point is on target, having conducted random testing on 12 weekend days.
2. Data analysis of positive test results indicated a substantial percentage of the personnel involved were employed by two major contractors. Meetings were held with the management of these companies to inform them of the situation. In response, actions have been taken by contractor management to meet with employee groups to provide Fitness for Duty Program information in an effort to reduce the number of random positive test results.
3. A review of test results for 1990 indicated no positive test results had been received for three substances our program tested for which exceeded Part 26 requirements (barbiturates, benzodiazepines, and methaqualone). As a result, testing for these substances was discontinued effective January of this year.
4. The services of a full-time Medical Review Officer was obtained to improve the review and disposition of test results.
5. Based on an analysis of Fitness for Duty Training Program data a tracking program was implemented to review personnel changes and provide appropriate notifications.





6. On January 07, 1991 notification was received from Roche Biomedical Laboratory, the contracted DHHS approved laboratory, confirming an unsatisfactory performance testing incident. The incident involved the reporting of a false negative test result for a submitted Blind Sample due to a clerical error. Roche Biomedical Laboratory took corrective action by developing computer programming to integrate its equipment and eliminate the manual posting of results. An interim PC program has been implemented to accomplish this pending completion of the totally integrated system.

7. FFD Reportable Events for 1991 - Turkey Point Plant

7.1 On January 30, 1991, a confirmed positive random test result was received on a contractor electrician foreman for cocaine at 403 ng/ml. Telephone notification to the NRC was made at 1750 hours January 30, 1991. A review was conducted, with negative results, of the subject's work activities from October of 1990 through January 30, 1991 encompassing all work activities performed during this period.

7.2 At 2049 hours, June 30, 1991, site access control personnel believed they smelled alcohol on a contractor painter prior to the individual being granted entry into the Protected Area. A "For Cause" test was subsequently conducted with a confirmed test result of .11 BAC. Telephone notification to the NRC was made at 1813 hours July 1, 1991. A review was conducted, with negative results, of the subject's work activities from April 2, 1991 through June 30, 1991 encompassing all work activities performed during this period.



# FITNESS FOR DUTY PROGRAM PERFORMANCE DATA

## PERSONNEL SUBJECT TO 10 CFR PART 26

<b>Company:</b> Florida Power and Light	<b>Location:</b> St. Lucie Plant
<b>Reporting Period</b> 6 months ending: June 30, 1991	<b>Average Number with Unescorted Access for Reporting Period:</b> 1730
<b>Contact:</b> J. G. West <b>Title:</b> Manager-Nuclear Security	<b>Phone:</b> (407) 694-4253 <b>FAX :</b> (407) 694-5084

### Screening Cutoff Levels (ng/ml)

Substance	Cutoff Levels		Substance	Cutoff Levels	
	Screen	Confirm		Screen	Confirm
Marijuana	50	10	Amphetamines	300	500
Cocaine	300	150	Phencyclidine	25	25
Opiates	300	200	Alcohol (%BAC)	.04%	.04%

### Test Results

Categories	Licensee Employees				Contractor Employees			
	# Tested	# Pos. Results	# to EAP	# Access Restored	# Tested	# Pos. Results	# to EAP	# Access Restored
Pre-Employment	N/A				N/A			
Pre-Badging	94	0	0	0	168	3	0	0
Periodic	N/A				N/A			
For Cause	0	0	0	0	2	0	0	2
Post Accident	0	0	0	0	0	0	0	0
Random	688	2	2	2	268	1	0	0
Follow-up	14	0	0	0	1	0	0	0
Other	N/A				N/A			
<b>Total</b>	<b>796</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>439</b>	<b>4</b>	<b>0</b>	<b>2</b>

**NOTE:**

All confirmed positive test results were above DHHS/NRC confirmation cutoff levels.

# ST. LUCIE PLANT

## PRE-BADGING TESTING PROGRAM RESULTS

Test Year	1989		1990		1991		1992		1993	
Number of Individuals Tested	N/A	N/A	1589	1233	262					
Number of Positive Tests	N/A	N/A	44	21	3					
% Positive	N/A	N/A	2.77%	1.70%	1.15%					
Graph of % Positive	5									
	4									
	3									
	2									
	1									

### Confirmed Positive Tests for Specific Substances

Substance	1989		1990		1991		1992		1993	
Marijuana	N/A	N/A	26	9	0					
Cocaine	N/A	N/A	12	5	0					
Opiates	N/A	N/A	1	0	0					
Amphetamines	N/A	N/A	0	0	0					
Barbiturates	N/A	N/A	0	1	0					
Alcohol	N/A	N/A	5	5	3					
Refusal to Test	N/A	N/A	0	1	0					

# ST. LUCIE PLANT

## RANDOM TESTING PROGRAM RESULTS

Test Year	1989		1990		1991		1992		1993	
Number of Tests Conducted	N/A	N/A	1392	818	956					
Number of Positive Tests	N/A	N/A	6	4	3					
% Positive	N/A	N/A	.43%	.49%	.31%					
Graph of % Positive	5									
	4									
	3									
	2									
	1									

### Confirmed Positive Tests for Specific Substances

Substance	1989		1990		1991		1992		1993	
Marijuana	N/A	N/A	2	0	1					
Cocaine	N/A	N/A	2	4	2					
Opiates	N/A	N/A	0	0	0					
Amphetamines	N/A	N/A	0	0	0					
Barbiturates	N/A	N/A	0	0	0					
Alcohol	N/A	N/A	2	0	0					
Refusal to Test	N/A	N/A	0	0	0					

MANAGEMENT ACTIONS  
ST. LUCIE PLANT

1. In order to increase the frequency of weekend testing, a program was implemented establishing an annual target of 24 weekend days for testing to be conducted. Additionally, the program put into effect performance monitoring for this activity to ensure the testing frequency objective was met. Results through the first half of 1991 indicate that St. Lucie is on target, having conducted random testing on 12 weekend days.
2. Data analysis of positive test results indicated a substantial percentage of the personnel involved were employed by two major contractors. Meetings were held with the management of these companies to inform them of the situation. In response, actions have been taken by contractor management to meet with employee groups to provide Fitness for Duty Program information in an effort to reduce the number of random positive test results.
3. A review of test results for 1990 indicated no positive test results had been received for three substances our program tested for which exceeded Part 26 requirements (barbiturates, benzodiazepines, and methaqualone). As a result, testing for these substances was discontinued effective January of this year.
4. The services of a full-time Medical Review Officer was obtained to improve the review and disposition of test results.
5. Based on an analysis of Fitness for Duty Training Program data a tracking program was implemented to review personnel changes and provide appropriate notifications.



10/10/10



6. On January 07, 1991 notification was received from Roche Biomedical Laboratory, the contracted DHHS approved laboratory, confirming an unsatisfactory performance testing incident. The incident involved the reporting of a false negative test result for a submitted Blind Sample due to a clerical error. Roche Biomedical Laboratory took corrective action by developing computer programming to integrate its equipment and eliminate the manual posting of results. An interim PC program has been implemented to accomplish this pending completion of the totally integrated system.

7. FFD Reportable Events for 1991 - St. Lucie Plant

On May 29, 1991, a confirmed positive random test result was received on a licensed operator for marijuana at 35 ng/ml. Telephone notification to the NRC was made at 0807 hours May 29, 1991. Site access was suspended and the individual was permitted to enter EAP. The individual entered a rehabilitation program on June 3, 1991. On July 24, 1991 the Medical Review Officer assessed the individual's participation in the rehabilitation program and determined that the individual could return to work. Pre-access testing was conducted with negative results and the individual's access has been reinstated under the follow-up testing program.

