



**ENTERGY**

**Entergy Operations, Inc.**

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**R. F. Burski**

Director  
Nuclear Safety  
Waterford 3

W3F1-96-0023

A4.05

PR

February 29, 1996

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

Subject: Waterford 3 SES  
Docket No. 50-382  
License No. NPF-38  
Fitness for Duty Performance Data, Six Month Report

Gentlemen:

In accordance with 10CFR26.71(d), Entergy Operations, Inc. hereby submits by attachment, the Fitness for Duty Performance Data for the six month period from July 1, 1995 through December 31, 1995.

If you have any questions concerning this submittal, please contact G.C. Scott at (504) 739-6703.

Very truly yours,

R.F. Burski  
Director  
Nuclear Safety

RFB/GCS/ssf  
Attachment

cc: (w/Attachment)  
L.J. Callan (NRC Region IV), C.P. Patel (NRC-NRR),  
R.B. McGehee, N.S. Reynolds, NRC Resident Inspectors Office

*Handwritten:* A021  
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# **Fitness for Duty Program Six Month Performance Report**

## **FITNESS FOR DUTY PROGRAM SUMMARY:**

During this reporting period, approximately 24.2 percent of the population have been randomly tested. There were two positive tests resulting from random selections. The rate of positives from random testing is 0.6 percent. For the reporting year of 1995, a total of 50.1 percent of the population was randomly tested.

## **POSITIVE RESULTS:**

Of the substances tested for, marijuana is the drug of preference accounting for 54.5 percent of the positive results and cocaine is second yielding 36.4 percent of positives. This is consistent with what has been detected at Waterford 3 in previous submittals. Entergy uses a more stringent cut-off for marijuana. The lower cut-off accounted for 41.7 percent of the marijuana positives. The percentage of pre-access positives received from contractors was due to outage processing.

## **MANAGEMENT ACTIONS:**

One individual was suspected of adulterating their sample. The temperature of the sample collected was below the established acceptable range for temperatures. A second sample was collected under direct observation. The second sample returned different results than the first specimen. Access was denied for this employee and the other employees that tested positive during pre-access and random testing. Management was notified and the individuals' files were annotated of the positive results and management's actions.

Presently, there are two employees participating in follow-up programs. Four follow-up tests have been administered collectively to these employees. All results have been negative.

## **EVENTS REPORTED TO THE NUCLEAR REGULATORY COMMISSION (NRC):**

On October 18, 1995, a report was filed with the NRC based on a contractor gaining access with a positive pre-access test. An investigation into the facts of the event determined that due to an administrative misapplication of the Fitness for Duty rule, the result had been confirmed positive when, in fact, it should have been ruled negative. Accordingly, Waterford 3 retracted this notification on October 31, 1995.

## **Fitness for Duty Program Six Month Performance Report**

### **PROGRAM WEAKNESSES:**

Two incidents occurred during this reporting period which questioned the accuracy of the random pool.

1) Two individuals granted unescorted access to the protected area were not entered into the random pool for a period of one week. Random lists were pulled on three dates during this time frame in which these two individuals did not have a probability of being selected and tested. An investigation into the cause determined that a recent upgrade of the software included a 'bug' that caused certain individuals selected for the pool not to be activated into the pool. The software is functioning and meets the requirements of the Fitness for Duty rule. No further updates from the vendor will be installed.

2) Individuals were granted access but not put into the random pool in a timely manner. This was realized prior to a list being pulled for collection. The department responsible for issuing access badges and inputting the individuals into the database used to update the random pool was contacted. Prior to a badge being issued and available for an individual to ingress the plant, the individual will be added to the database populating the random pool.

# FITNESS FOR DUTY PROGRAM PERFORMANCE DATA PERSONNEL SUBJECT TO 10CFR26

Entergy Operations, Inc. <div style="text-align: center;">Company</div>	December 31, 1995 <div style="text-align: center;">6 Months Ending</div>
Waterford 3 SES, PO Box B. Killona, LA 70066 <div style="text-align: center;">Location</div>	
Joan O. Kieff, Security Coordinator III <div style="text-align: center;">Contact Name</div>	(504) 739-6308 <div style="text-align: center;">Phone (Include Area Code)</div>
Cutoffs: Screen / Confirmation (ng/ml) <input type="checkbox"/> Appendix A to 10CFR26	
Marijuana      50 / 15      Amphetamines      1000 / 500      N/A      /	
Cocaine      300 / 150      Phencyclidine      25 / 25      N/A      /	
Opiates      300 / 300      Alcohol (%BAC)      0.04%      N/A      /	

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access	859		N/A		501	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access	22	0	N/A	N/A	1153	13 / 4
For-Cause	0	0	N/A	N/A	5	1
Random	211	0	N/A	N/A	118	2
Follow-Up	4	0	N/A	N/A	0	0
Other	0	0	N/A	N/A	0	0
Total	237	0	N/A	N/A	1276	16 / 4

## BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	N/A	
Long-Term Contractor	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Short-term Contractor	7 / 5	8	0	0	0	2	0	N/A	N/A	N/A	N/A	N/A	A
Total	7 / 5	8	0	0	0	2	0						22*

\* Two samples tested positive for both marijuana and cocaine.