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J. T. Beckham, Jr.  
Vice President - Nuclear  
Hatch Project



August 19, 1996

Docket Nos. 50-321  
50-366

HL-5229

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

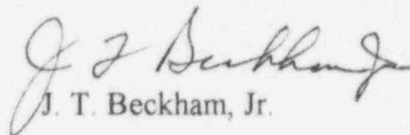
Edwin I. Hatch Nuclear Plant  
Fitness For Duty Performance Data

Gentlemen:

Georgia Power Company hereby submits Fitness For Duty Performance Data for the six-month reporting period, January 1996 through June 1996, as required by 10 CFR 26.71(d). The data is summarized in the attached enclosures.

Should you have any questions, please advise.

Sincerely,



J. T. Beckham, Jr.

JTB/JMG

Enclosure 1: FFD Performance Data Sheets  
Enclosure 2: Hatch FFD Program Summary

cc: (See next page)

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U. S. Nuclear Regulatory Commission  
August 19, 1996

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cc: Georgia Power Company

Mr. H. L. Sumner, Jr., Nuclear Plant General Manager

U. S. Nuclear Regulatory Commission, Washington, DC

Mr. K. N. Jabbour, Licensing Project Manager - Hatch

U. S. Nuclear Regulatory Commission, Region II

Mr. S. D. Ebnetter, Regional Administrator

Mr. B. L. Holbrook, Senior Resident Inspector - Hatch

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File: J.02

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

Georgia Power Company		6/30/96	
<div style="text-align: center; font-size: small;">Company</div> Edwin I. Hatch Nuclear Plant - Baxley, GA		<div style="text-align: center; font-size: small;">8 Months Ending</div>	
<div style="text-align: center; font-size: small;">Location</div> Dianne Coley		<div style="text-align: center; font-size: small;">Phone (include area code)</div> (205) 992-7231	
<div style="display: flex; justify-content: space-between;"> <span>Contact Name</span> <span>Appendix A to 10CFR 26</span> </div>			
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/>			
Marijuana	50 / 15	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol (% BAC)	/

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1005		233		240	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		28	0	0	0	892	8
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	3	1	0	0	0	0
Random		283	0	57	1	46	1
Follow-up		35	0	0	0	28	0
Other Safety & Health, SRTP, Retest, RTW		96	0	1	0	13	2
Total		445	1	58	1	979	11

**Breakdown of Confirmed Positive Tests for Specific Substances**

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees	0	0	0	0	0	1	0						
Long-Term Contractors	0	1	0	0	0	0	0						
Short-Term Contractors	8	2	0	0	0	1	0						
Total	8	3	0	0	0	2	0						<b>A</b> 13

## Enclosure 2

### Edwin I. Hatch Nuclear Plant Fitness For Duty Program Summary

The data generated under the Fitness For Duty (FFD) program from January 1996 through June 1996 has been reviewed and analyzed.

The random pool contains not only those badges for unescorted access, but also those employees who may, in an emergency condition, be called upon to work at the site and may require unescorted access. Contractors without approved programs are included in the testing pool while on site. Testing during this time period was performed on a nominal weekly basis to include swing shifts, weekends, and holidays. During this testing period, the rate of testing was equal to 50% yearly of the total population.

In summarizing management actions associated with the FFD program, it should be emphasized that the incidents of confirming positive tests were very low. Consequently, management actions relative to determination of FFD have been limited. Contractor employees screened as positive are denied access and no further action is taken.

Management actions taken on licensee employees during this six month period included one individual who tested positive. Because this individual was a supervisor, NRC notification was required. The individual was referred to the Employee Assistance Program, underwent rehabilitation, has returned to work, and all subsequent random and follow up tests have been negative.

Monthly quality control checks of the Fitness for Duty random pool revealed no major discrepancies from January through June.

The Supplemental Random Testing Pool (SRTP) re-instituted in October 1995 for the Plant Hatch Operations Department personnel at a 100% annual testing rate has had no positive results for the six month period of October 1995 through April 1996. The testing rate was reduced to a 50% annual testing rate on May 13, 1996. This SRTP is in addition to the regular Fitness for Duty random pool.

As a pro-active measure, in April 1996, management instituted an enhancement to the arrest reporting requirement. Employees reporting a substance abuse related arrest will submit to for-cause fitness for duty testing and be referred for Employee Assistance evaluation by a mental health professional to determine if there is a substance abuse or other problem. To date, three licensee employees have been referred for evaluation and underwent either a rehabilitation or educational program.