



Palisades Nuclear Plant: 27780 Blue Star Memorial Highway, Covert, MI 49043

Thomas C. Bordine
Manager, Licensing

February 18, 1997

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

DOCKET 50-255 - LICENSE DPR-20 - PALISADES PLANT
DOCKET 50-155 - LICENSE DPR-6 - BIG ROCK POINT PLANT
SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE REPORT

Attached is Consumers Power Company's Semi-Annual Fitness for Duty Program Performance Report for the period July 1, 1996, through December 31, 1996. This report is submitted in accordance with the requirements of 10 CFR 26.71(d).

SUMMARY OF COMMITMENTS

This letter contains no new commitments and no revisions to existing commitments.

Thomas C. Bordine
Manager, Licensing

CC Administrator, Region III, USNRC
Project Manager, NRR, USNRC
NRC Resident Inspector - Palisades
NRC Resident Inspector - Big Rock

AO217

Attachment

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A CMS ENERGY COMPANY

ATTACHMENT 1

CONSUMERS POWER COMPANY

**PALISADES PLANT DOCKET 50-255
BIG ROCK POINT PLANT DOCKET 50-155**

**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM
PERFORMANCE REPORT**

JULY 1996 - DECEMBER 1996

3 Pages

CONSUMERS POWER COMPANY
FFD PROGRAM PERFORMANCE REPORT
 July 1996 - December 1996

1. MANAGEMENT SUMMARY

During this reporting period, Consumers Power Company conducted a total of 436 random tests with the following results:

<u>Donor Group</u>	<u>Random Tests</u>	<u>Results</u>
Employees	264	Random testing did not identify any positive drug/alcohol results
Contractors	172	Two positive test results, 1 THC and 1 alcohol; unescorted access was revoked in both instances.

The year-end positive drug/alcohol rate, as compared to previous year-end results, indicates an upward trend for contractors:

	<u>Random Tests</u>		<u>Positive Rate</u>		<u>Leading Substance</u>	
	<u>Employees</u>	<u>C/V's</u>	<u>Employees</u>	<u>C/V's</u>	<u>Cocaine</u>	<u>THC</u>
1990	1,351	845	0.2%	0.9%	4	7
1991	1,431	514	0.2%	0.6%	3	2
1992	1,290	392	0.6%	0.5%	4	5
1993	1,293	453	0.2%	0.2%	2	1
1994	652*	144*	0.2%	0.7%	1	1
1995	665	207	0.0%	0.5%	--	1
1996	629	216	0.2%	0.9%	--	2

*Random testing rate was reduced from 100% to 50% beginning January 1, 1994.

A total of 654 pre-access tests were conducted, resulting in eight (8) positive determinations (6 THC; 2 cocaine). Access was denied to those having positive test results.

The For-Cause testing process was conducted on two contract employees suspected of abusing the Company's alcohol prohibitions at the Palisades Plant. Access was

CONSUMERS POWER COMPANY
FFD PROGRAM PERFORMANCE REPORT
July 1996 - December 1996

revoked on both individuals after the drug and alcohol test process substantiated the alcohol suspicion. One of the contractors initiated an appeal because his alcohol reading was below 0.040% (0.032 and confirmed by a blood test). The contractor's appeal stated he was unaware of Consumers Power Company's more stringent alcohol levels during a For-Cause incident of "any detectable level is considered positive." The appeal was denied based upon providing the contractor with excerpts from the FFD training program (which was attended by the contractor and clearly describes the Company's alcohol prohibitions) and confirmation results from his blood test of 30 mg/dL Serum Ethanol.

2. INITIATIVES TAKEN/LESSONS LEARNED

During Palisades recent refueling outage (11/2-12/27), a partial bottle of whiskey was found in a waste basket in the protected area. Janitors, who were emptying a waste basket, found the bottle which was in a plastic bag and hidden under another plastic bag used to line the basket. A job aid, developed last year describing actions to take upon the discovery of alcohol in the protected area, enabled quick and appropriate actions for handling this situation. Immediate action included isolating the bottle, notifying the shift supervisor and resident inspector, and attempting to identify the owner. Additional actions included a short-term increase in random testing and notification to supervisors to increase their attention to aberrant behavior patterns with added awareness of signs and symptoms of alcohol abuse. The Big Rock Point facility issued this information as on-the-job training for all security force members, which required reading and signing statements indicating the requirements were understood. Ultimately, two contract employees were removed from the Palisades site following this incident due to alcohol detection. Attempts to identify the owner of the bottle were unsuccessful.

Two subcontracted carpet installers attempted entry of Big Rock Point's protected area with illegal drugs in their vehicle. Security officers found marijuana cigarettes, partially used and stubbed out in the ashtray, while performing a required vehicle search. The vehicle was then locked, keys were confiscated, and immediate contact made with the local sheriff's department. Upon interrogation by a deputy, the subcontractor admitted to ownership of the marijuana. The deputy obtained a warrant for the arrest of the subcontractor and commended Big Rock Point's security officers for a professional job. Access was never granted to the subcontractors at any time.

CONSUMERS POWER COMPANY
FFD PROGRAM PERFORMANCE REPORT
July 1996 - December 1996

3. REPORTABLE EVENTS UNDER 10CFR26, SECTION 26.73

During this six-month interval, Consumers Power Company did not encounter any FFD event that required reporting under 10CFR26, Part 26.73.

ATTACHMENT 2

CONSUMERS POWER COMPANY

**PALISADES PLANT DOCKET 50-255
BIG ROCK POINT PLANT DOCKET 50-155**

**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA**

JULY 1996 - DECEMBER 1996

6 Pages

NOTE: The attached Pages Are Two-sided.

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

Consumers Energy		December 31, 1996	
Company		6 Months Ending	
Palisades Nuclear Plant			
Location			
Judith A Smith		517-788-7072	
Contact Name		Phone (Include Area Code)	

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

Marijuana	/	Amphetamines	/		/
Cocaine	/	Phencyclidine	/		/
Opiates	/	Alcohol (% BAC) *			/

*Any detectable amount for situations other than random.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number With Unescorted Access		731		N/A		257	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		95	0	---	---	514	8
For Cause	Post Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	2	2
Random		183	0	---	---	140	2
Follow-up		1	0	---	---	15	0
Other		1	0	---	---	7	0
Total		280	0	---	---	678	12

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees													
Long-Term Contractors													
Short-Term Contractors	7	2				1 2							
Total	7	2				1 2							10 2

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

Consumers Energy		December 31, 1996	
Company		6 Months Ending	
Big Rock Point Nuclear Plant			
Location			
Judith A Smith		517-788-7072	
Contact Name		Phone (include Area Code)	
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR 26			
Marijuana	/	Amphetamines	/
Cocaine	/	Phencyclidine	/
Opiates	/	Alcohol (% BAC) *	/

*Any detectable amount for situations other than random.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number With Unescorted Access		215		N/A		28	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		2	0	---	---	21	0
For Cause	Post Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	0	0
Random		59	0	---	---	8	0
Follow-up		0	0	---	---	0	0
Other		0	0	---	---	0	0
Total		61	0	---	---	29	0

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees													
Long-Term Contractors													
Short-Term Contractors													
Total													A 0

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

Consumers Energy		December 31, 1996	
Company		6 Months Ending	
Support			
Location			
Judith A Smith		517-788-7072	
Contact Name		Phone (include Area Code)	

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

Marijuana	/	Amphetamines	/		/
Cocaine	/	Phencyclidine	/		/
Opiates	/	Alcohol (% BAC) *			/

*Any detectable amount for situations other than random.

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number With Unescorted Access		218		N/A		49	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		22	0	---	---	0	0
For Cause	Post Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	0	0
Random		22	0	---	---	24	0
Follow-up		3	0	---	---	0	0
Other		1	0	---	---	0	0
Total		48	0	---	---	24	0

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphe- tamines	Phency- clidine	Alcohol	Refusal to Test	1	2	3	4	5	
Licensee Employees													
Long-Term Contractors													
Short-Term Contractors													
Total													A 0