

A CMS Energy Company

Palisades Nuclear Plant  
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Covert, MI 49043

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August 10, 2000

**Nathan L. Haskell**  
Director, Licensing and  
Performance Assessment

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

**DOCKET 50-255 - LICENSE DPR-20 - PALISADES PLANT**  
SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE REPORT  
JANUARY 1, 2000 THROUGH JUNE 30, 2000

Attached is Consumers Energy's Semi-Annual Fitness For Duty Program Performance Report for the period January 1, 2000 through June 30, 2000. This report is submitted in accordance with the requirements of 10 CFR 26.71(d).

This submittal excludes data associated with Big Rock Point Nuclear Plant, which is in the decommissioning process. Since we continue to administer a Fitness for Duty Program at the Big Rock plant site, data is maintained and readily available upon request.

Attachments 1 and 2 summarize test results at the Palisades Plant and the support locations.

SUMMARY OF COMMITMENTS

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



Nathan L. Haskell  
Director, Licensing and Performance Assessment

CC Administrator, Region III, USNRC  
Palisades Project Manager, NRR, USNRC  
Big Rock Point Project Manager, NRR, USNRC  
NRC Resident Inspector - Palisades  
TJTaylor, M-550, Jackson

Attachments

A021

**ATTACHMENT 1**

**CONSUMERS ENERGY COMPANY  
PALISADES PLANT  
DOCKET 50-255**

**August 10, 2000**

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

**JANUARY 1, 2000 - JUNE 30, 2000**

**2 Pages**

**CONSUMERS ENERGY**  
**FFD PROGRAM PERFORMANCE REPORT**  
 January 1, 2000 - June 30, 2000

1. **MANAGEMENT SUMMARY**

A. **RANDOM TESTING**

During this reporting period, Consumers Energy conducted a total of 323 random tests with the following results:

<u>Donor Group</u>	<u>Random Tests</u>	<u>Results</u>
Employees	300	Random testing did not identify any positive drug/alcohol results.
Contractors	23	Random testing did not identify any positive drug/alcohol results.

The positive drug/alcohol rate for 2000 indicates a downward trend for employees:

	<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>
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
1997	891	120	0.2%	0.8%	--	3
1998	767	208	0.5%	0.0%	--	3
1999	496	140	0.2%	0.0%	1	--
2000(YTD)	300	23	0.0%	0.0%	--	--

B. **PRE-ACCESS TESTING**

A total of 162 pre-access tests were conducted resulting in one (1) positive result for THC. The individual was denied access.

### C. FOR CAUSE TESTING

Three (3) For-Cause test situations occurred resulting from the detection of the odor of alcohol. Although two of the three alcohol test results were below .040%, all three were denied access based on our zero tolerance alcohol policy. The three individuals were employees of our contracted security force; however, they are included in our employee category for reporting purposes.

### D. APPEALS

One appeal was initiated resulting from a contractor's unfavorable termination of access due to a positive alcohol For-Cause test in December 1999. In his written appeal, the individual stated he was unaware that access was denied as the blood test results were never made available to him. All associated documentation was sent to the individual and no further communication occurred.

## 2. LESSONS LEARNED/INITIATIVES TAKEN

A Region III Access Authorization/FFD meeting was attended where Garmin West provided guidance and information on Adulteration, a proposed NRC web page, and the new rule status of 10 CFR 26.

## 3. REPORTABLE EVENTS UNDER 10 CFR 26.73

During this six-month interval, Consumers Energy did not encounter any FFD event that required reporting under 10 CFR 26.73.

**ATTACHMENT 2**

**CONSUMERS ENERGY COMPANY  
PALISADES PLANT  
DOCKET 50-255**

**August 10, 2000**

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

**JANUARY 1, 2000 - JUNE 30, 2000**

**4 Pages**

**CONSUMERS ENERGY**  
**Fitness for Duty Program**  
**Performance Data**  
**Personnel Subject to 10CFR26**

<u>Consumers Energy</u>	<u>June 30, 2000</u>
Company	6 Months Ending
<u>Palisades Nuclear Plant</u>	
Location	
<u>Judith A Smith</u>	<u>517-788-7072</u>
Contact Name	Phone (include Area Code)
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR26	
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	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number With Unescorted Access		754		N/A		81	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		82	1	---	---	76	0
FOR CAUSE	Post-Accident	0	0	---	---	0	0
	Observed Behavior	4	3	---	---	0	0
Random		258	0	---	---	22	0
Follow-up		4	0	---	---	0	0
Other		1	0	---	---	1	0
<b>TOTAL</b>		<b>349</b>	<b>4</b>	<b>---</b>	<b>---</b>	<b>99</b>	<b>0</b>

**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	1					1/2							
Long-Term Contractors													
Short-Term Contractors													A
<b>Total</b>	1					1/2							<b>2/2</b>

**CONSUMERS ENERGY  
Fitness for Duty Program  
Performance Data  
Personnel Subject to 10CFR26**

<u>Consumers Energy</u>	<u>June 30, 2000</u>
Company	6 Months Ending
<u>Support</u>	
Location	
<u>Judith A Smith</u>	<u>517-788-7072</u>
Contact Name	Phone (include Area Code)
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR26	
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	
		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number With Unescorted Access		113		N/A		10	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		4	0	---	---	0	0
FOR CAUSE	Post-Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	0	0
Random		42	0	---	---	1	0
Follow-up		2	0	---	---	0	0
Other		0	0	---	---	0	0
<b>TOTAL</b>		<b>48</b>	<b>0</b>	<b>---</b>	<b>---</b>	<b>1</b>	<b>0</b>

**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													A
Total													0