



February 23, 2004

10 CFR 26.71

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

Palisades Nuclear Plant  
Docket 50-255  
License No. DPR-20

**Semi-Annual Fitness For Duty Program Performance Report  
July 1, 2003, Through December 31, 2003**

In accordance with 10 CFR 26.71(d), Nuclear Management Company, LLC, is providing the Semi-Annual Fitness For Duty Program Performance Report for the Palisades Nuclear Plant and the support locations for the period of July 1, 2003, through December 31, 2003.

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

**Summary of Commitments**

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



Daniel J. Malone  
Site Vice President, Palisades Nuclear Plant  
Nuclear Management Company, LLC

Enclosures (2)

CC Administrator, Region III, USNRC  
Project Manager, Palisades, USNRC  
Resident Inspector, Palisades, USNRC

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**ENCLOSURE 1**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE SUMMARY**  
**July – December 2003**

**1. MANAGEMENT SUMMARY**

**A. RANDOM TESTING**

During this reporting period, Nuclear Management Company conducted a total of 239 random tests with the following results:

<u>Donor Group</u>	<u>Random Tests</u>	<u>Results</u>
Employees	152	Random testing identified one positive drug/alcohol result.
Contractors	87	Random testing did not identify any positive drug/alcohol results.

The positive drug/alcohol rate for 2003 indicates a stable trend for employees and 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>
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	536	53	0.0%	0.0%	--	--
2001	438	131	0.0%	0.0%	--	--
2002	482	122	0.0%	0.0%	--	--
2003	366	156	0.3%	0.0%	--	1

**B. PRE-ACCESS TESTING**

A total of 177 pre-access tests were conducted during this reporting period. One (1) individual was denied access based on positive test results.

**C. FOR CAUSE TESTING**

No "For Cause" testing was required during this reporting period.

**ENCLOSURE 1**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE SUMMARY**  
**July – December 2003**

**D. APPEALS**

The appeal process was not initiated during this reporting period.

**2. REPORTABLE EVENTS UNDER 10 CFR 26.73**

During this six-month interval, Palisades Nuclear Plant did not encounter any Fitness for Duty event that required reporting under 10 CFR 26.73.

**ENCLOSURE 2**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE DATA**  
**July – December 2003**

<u>Nuclear Management Company</u> Company	<u>December 31, 2003</u> 6 Months Ending
<u>Palisades Nuclear Plant</u> Location	
<u>Jeffery J Fletcher</u> Contact Name	<u>269-764-2575</u> Phone (include Area Code)

Cutoffs: Screen/Confirmation (ng/ml) : Appendix A to 10 CFR 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		596		N/A		227	
Categories		#Tested	#Positive	#Tested	#Positive	#Tested	#Positive
Pre-Access		40	0	---	---	126	1
FOR CAUSE	Post-Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	0	0
Random		122	1	---	---	79	0
Follow-up		31	0	---	---	5	0
Other		0	0	---	---	0	0
TOTAL		193	1	---	---	210	1

**ENCLOSURE 2**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE DATA**  
**July – December 2003**

**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												
Long-Term Contractors													
Short-Term Contractors		1											A
Total	1	1											2

**ENCLOSURE 2**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE DATA**  
**July – December 2003**

<u>Nuclear Management Company</u> Company	<u>December 31, 2003</u> 6 Months Ending
<u>Support</u> Location	
<u>Jeffery J Fletcher</u> Contact Name	<u>269-764-2575</u> Phone (include Area Code)

Cutoffs: Screen/Confirmation (ng/ml) : Appendix A to 10 CFR 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		70		N/A		19	
Categories		#Tested	#Positive	#Tested	#Positive	#Tested	#Positive
Pre-Access		11	0	---	---	0	0
FOR CAUSE	Post-Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	0	0
Random		30	0	---	---	8	0
Follow-up		0	0	---	---	0	0
Other		0	0	---	---	0	0
TOTAL		41	0	---	---	8	0

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**July – December 2003**

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

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Licensee Employees													
Long-Term Contractors													
Short-Term Contractors													A
Total													0