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Palo Verde Nuclear
Generating Station

10 CFR 26.71(d)

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102-05062-SAB/TNW/CJJ
March 2, 2004

U. S. Nuclear Regulatory Commission
ATTN: Document Control Desk
Mail Station P1-37
Washington, DC 20555-0001

Dear Sirs:

**Subject: Palo Verde Nuclear Generating Station (PVNGS)
Units 1, 2, & 3
Docket Nos. STN 50-528/529/530
Fitness-For-Duty Program Semiannual Performance Report**

Pursuant to 10 CFR 26.71(d), Arizona Public Service Company hereby provides, as an enclosure to this letter, the Fitness-For-Duty Program Semiannual Performance Report for the reporting period of July 1, 2003 through December 31, 2003.

No commitments are being made to the NRC by this letter. Should you have any questions, please contact Thomas N. Weber at (623) 393-5764.

Sincerely,

SAB/TNW/CJJ/kg

Enclosure

cc: B. S. Mallett (all w/enclosure)
M. B. Fields
N. L. Salgado

A021

ENCLOSURE

ARIZONA PUBLIC SERVICE COMPANY

FITNESS-FOR-DUTY PROGRAM

SEMIANNUAL PERFORMANCE REPORT

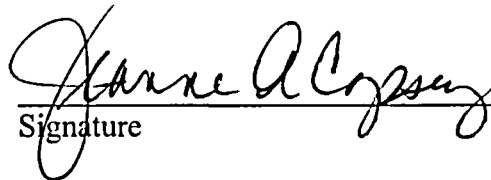
July 1, 2003 through December 31, 2003

SEMIANNUAL PERFORMANCE REPORT

July 1, 2003 – December 31, 2003

APPROVED BY:

Jeanne A. Copsy

 1/23/04
Signature Date

REVIEWED BY:

David N. Heler

 1/23/04
Signature Date

ENCLOSURE

ARIZONA PUBLIC SERVICE COMPANY

SEMIANNUAL PERFORMANCE REPORT

July 1, 2003 THROUGH December 31, 2003

Introduction

The Arizona Public Service Company (APS) Fitness-for-Duty (FFD) Program continues to remain successful in its mission to maintain a drug-free workplace. During this reporting period, APS conducted 2443 tests. Of these, 790 were administered on a random basis. An equivalent annual testing rate of 51.9 percent was achieved during this reporting period.

APS experienced no confirmed positive random drug and alcohol tests during this reporting period. Therefore, the percentage of confirmed positive random drug and alcohol tests for this period is 0.0 percent.

Analysis of Program Results

The confirmed positive drug and alcohol test results for this reporting period by type of test and type of drug are summarized in Table 1 and 2 respectively and are discussed below.

Pre-Access Testing:

Marijuana	5	
Cocaine	1	
Opiates	1	
Amphetamine	4	
Alcohol	2	
Total	13	confirmed positive tests

Comments: APS tested a total of 1611 individuals under the Pre-Access Testing category during this reporting period. Thirteen individuals tested positive. Eleven of the individuals were contractors. Site access was denied and the individuals were released to their employers. Two of the individuals were APS employees. The individuals were in their probationary period. Site access was denied and the individuals were terminated.

For Cause Testing:

Total: 0 Confirmed Positive Tests

Comments: APS tested a total of 17 individuals under the For Cause testing category during this reporting period. For cause testing includes; behavior observation, post accident, suspected adulteration of specimens, or an odor of alcohol on an individual.

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

December 31, 2003

Arizona Public Service Company

Company

6 months ending

Palo Verde Nuclear Generating Station (PVNGS)

Location

Jeanne A. Copsey

Contact Name

(623) 393-3228

Phone(include area code)

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

Marijuana	100/15	Amphetamines	1000/500
Cocaine	300/150	Phencyclidine	25/25
Opiates	300/300	Alcohol (% BAC)	0.04%

PVNGS screening test for Marijuana uses a cut off level of 50 ng/ml

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
		2009		NA		1034	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre- Access		93	2	NA	NA	1522	11
For Cause	Post accident	3	0	NA	NA	3	0
	Observed behavior	3	0	NA	NA	8	0
Random		530	0	NA	NA	260	0
Follow-Up		18	0	NA	NA	3	0
Other		0	0	NA	NA	0	0
Total		647	2	NA	NA	1796	11

Follow-up Testing:

Total 0 Confirmed Positive Tests

Comments: APS conducted a total of 21 tests under the Follow-up category during this reporting period. None of the individuals tested were positive.

Reportable Events:

There were no reportable events during this reporting period.

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Ampheta mines	Phency- clidine	Alcohol	Refusal to Test			Total		
Licensee Employees	0	0	1	1	0	0	0			2		
Long-Term Contractors	0	0	0	0	0	0	0			0		
Short-Term Contractors	5	1	0	3	0	2	0			11		
Total	5	1	1	4	0	2	0			13		

Additional Information Required by 10 CFR 26.71 (d)

Specimens screening positive for marijuana at 50 ng/ml: 10
Specimens screening positive for marijuana at 100 ng/ml: 4

These numbers include blind specimens sent to offsite lab for testing.