



August 13, 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

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 January 1, 2004, through June 30, 2004.

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**  
**January 1 through June 30, 2004**

1. MANAGEMENT SUMMARY

A. RANDOM TESTING

During this reporting period, Nuclear Management Company conducted a total of 330 random tests with the following results:

<u>Donor Group</u>	<u>Random Tests</u>	<u>Results</u>
Employees	253	Random testing did not identify any positive drug/alcohol result.
Contractors	77	Random testing did not identify any positive drug/alcohol results.

The positive drug/alcohol rate for 2004 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
2004 (YTD)	253	77	0.0%	0.0%	--	--

B. PRE-ACCESS TESTING

A total of 175 pre-access tests were conducted during this reporting period. Three individuals were denied access based on positive test results.

**ENCLOSURE 1**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE SUMMARY**  
**January 1 through June 30, 2004**

**C. FOR CAUSE TESTING**

One "For Cause" test was required during the reporting period, because of observed behavior. The results were negative.

**D. FOLLOW-UP TESTING**

One individual tested positive for cocaine during "Follow-Up" testing. Plant access was revoked.

**E. 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**  
**January 1 – June 30, 2004**

<u>Nuclear Management Company</u> Company	<u>June 30, 2004</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	
		#Tested	#Positive	#Tested	#Positive	#Tested	#Positive
Average Number With Unescorted Access		583		N/A		237	
Categories		#Tested	#Positive	#Tested	#Positive	#Tested	#Positive
Pre-Access		27	0	---	---	139	3
FOR CAUSE	Post-Accident	1	0	---	---	0	0
	Observed Behavior	0	0	---	---	1	0
Random		224	0	---	---	74	0
Follow-up		25	1	---	---	11	0
Other		0	0	---	---	0	0
<b>TOTAL</b>		<b>277</b>	<b>1</b>	<b>---</b>	<b>---</b>	<b>225</b>	<b>3</b>

**ENCLOSURE 2**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE DATA**  
**January 1 – June 30, 2004**

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

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

**ENCLOSURE 2**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE DATA**  
**January 1 – June 30, 2004**

<u>Nuclear Management Company</u> Company	<u>June 30, 2004</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		47		N/A		13	
Categories		#Tested	#Positive	#Tested	#Positive	#Tested	#Positive
Pre-Access		9	0	---	---	0	0
FOR CAUSE	Post-Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	0	0
Random		29	0	---	---	3	0
Follow-up		3	0	---	---	0	0
Other		0	0	---	---	0	0
<b>TOTAL</b>		<b>41</b>	<b>0</b>	<b>---</b>	<b>---</b>	<b>3</b>	<b>0</b>

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Licensee Employees													
Long-Term Contractors													
Short-Term Contractors													A
<b>Total</b>													<b>0</b>