



Entergy Nuclear Operations, Inc.
Palisades Nuclear Plant
27780 Blue Star Memorial Highway
Covert, MI 49043
269.764.2000

February 20, 2009

10 CFR 26.717(e)

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

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

Fitness for Duty Program Performance Report

Dear Sir or Madam:

In accordance with 10 CFR 26.717(e), Entergy Nuclear Operations, Inc. is providing the Fitness for Duty Program Performance Report for the Palisades Nuclear Plant (PNP) for the period of July 1, 2008, through December 31, 2008.

Enclosures 1 and 2 summarize the test results at the PNP.

Summary of Commitments

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

A handwritten signature in cursive script that reads "Laurie Lahti".

Laurie A. Lahti
Licensing Manager
Palisades Nuclear Plant

Enclosures (2)

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

**ENCLOSURE 1
PALISADES NUCLEAR PLANT
SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE SUMMARY
July 1 through December 31, 2008**

1. MANAGEMENT SUMMARY

A. RANDOM TESTING

During this reporting period, a total of 210 random tests were conducted with the following results:

<u>Donor Group</u>	<u>Random Tests</u>	<u>Results</u>
Employees	135	Random testing identified one positive drug result and one positive alcohol result.
Contractors	75	Random testing identified no positive drug/alcohol results.

One licensee employee tested positive for amphetamines, and one licensee employee tested positive for alcohol during random testing. Both employees were denied access to the site for a minimum of 14 days and were given a mandatory referral to the Employee Assistance Program. The employees have been returned to work and placed in a "follow-up" testing program.

The percentage of random tests conducted during the period was 23%. The percentage of random tests conducted for 2008 was 54%.

B. PRE-ACCESS TESTING

A total of 178 pre-access tests were conducted during this reporting period.

C. FOR CAUSE/POST-ACCIDENT TESTING

Four post-accident tests and one for cause test were administered during the reporting period. The results of the five tests were negative.

D. FOLLOW-UP TESTING

One individual tested positive for alcohol during follow-up testing. The individual's site access was terminated for a minimum of three years.

E. APPEALS

The appeals process was initiated once during this reporting period.

2. REPORTABLE EVENTS UNDER 10 CFR 26.73

During this six-month interval, Palisades Nuclear Plant encountered one fitness for duty event that required reporting in accordance with 10 CFR 26.73 when a contract supervisor tested positive for alcohol during follow-up testing.

ENCLOSURE 2
PALISADES NUCLEAR PLANT
SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE DATA
July 1 through December 31, 2008

<u>Entergy Nuclear Operations, Inc.</u> Company	<u>December 31, 2008</u> 6 Months Ending
<u>Palisades Nuclear Plant</u> Location	
<u>Mike Nock</u> Contact Name	<u>269-764-2565</u> Phone (include AreaCode)
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 / 0.04 _____ /

*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		573		N/A		356	
Categories		#Tested	#Positive	#Tested	#Positive	#Tested	#Positive
Pre-Access		51	0	---	---	127	0
FOR CAUSE	Post-Accident	0	0	---	---	4	0
	Observed Behavior	1	0	---	---	0	0
Random		135	2	---	---	75	0
Follow-up		19	0	---	---	16	1
Other		0	0	---	---	0	0
TOTAL		206	2	---	---	222	1

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						
Long-Term Contractors												
Short-Term Contractors						1						
Total				1		2						3