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SUBJECT: Forwards fitness-for duty program semiannual performance D
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Arizona Public Service Company
PALO VERDE NUCLEAR GENERATING STATION
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102-02621-JML/TRB/GEC
August 27, 1993

JAMES M. LEVINE
VICE PRESIDENT
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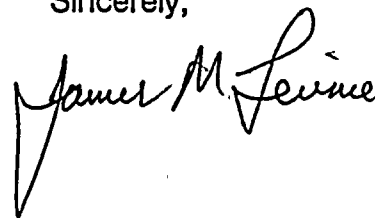
Dear Sirs:

Subject: Palo Verde Nuclear Generating Station (PVNGS)
Units 1, 2, and 3
Docket Nos. STN 50-528/529/530
Fitness-for-Duty Program Semiannual Performance Report
File: 93-056-026; 93-001-703

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 January 1993 through June 1993.

Should you have any questions, please contact Thomas R. Bradish at (602) 393-5421.

Sincerely,



JML/TRB/GEC/rv

Enclosure

cc: W. F. Conway (all w/enclosure)
B. H. Faulkenberry
L. L. Bush
J. A. Sloan

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ENCLOSURE

ARIZONA PUBLIC SERVICE COMPANY

**FITNESS-FOR-DUTY PROGRAM
SEMIANNUAL PERFORMANCE REPORT**

JANUARY 1993 THROUGH JUNE 1993



Introduction

The Arizona Public Service Company (APS) Fitness-for-Duty (FFD) Program continues to demonstrate success in its mission to maintain a drug-free workplace. During the reporting period, APS performed 3,258 drug and alcohol tests. Of these tests, 1,919 were administered on a random basis. This constitutes an equivalent annual random testing rate slightly in excess of 107 percent.

The percentage of confirmed positive random drug and alcohol tests remains approximately the same as in the previous two reporting periods. Of the 1,919 random drug and alcohol tests conducted during this reporting period, APS attained a confirmed positive rate of 0.26 percent. APS attributes its success in attaining this low confirmed positive rate to the continuing efforts in the area of awareness training and communications.

Analysis of Program Results

The confirmed positive drug test results for this reporting period by type of test and type of drug are summarized in Tables 1 and 2, respectively, and are discussed below:

Pre-Access Testing:

Marijuana	6
Alcohol	2
Amphetamines	<u>2</u>

Total: 10 confirmed positive test results

Comments: A total of 1,248 individuals were tested during pre-access screening. The two individuals who registered a positive test for alcohol were within the category of APS employees. One was a current APS employee who was applying for access to the Protected Area, and the other was a candidate for employment. The individual who applied for access to the Protected Area was suspended for forty hours, referred to the company's Employee Assistance Program, and placed in the Follow-Up Program. The offer of employment to the other individual was withdrawn. All others registering positive test results were short-term contractors.

For-Cause Testing (including post accident and observed behavior):

Marijuana	2
Alcohol	<u>2</u>
Total:	4 confirmed positive test results

Comments: APS tested 40 individuals within the observed behavior category during this reporting period. Reasons for testing included: suspected adulteration of urine specimens, odor of alcohol on individuals, and behavioral observations. All four individuals who registered positive test results were short-term contractor personnel.

Random Testing:

Marijuana	3*
Alcohol	1
Amphetamines	<u>2*</u>
Total:	6 confirmed positive test results involving five individuals

* One individual registered a confirmed positive test result for both marijuana and amphetamines.

Comments: APS tested 1,919 individuals who were randomly selected for drug and alcohol testing during this reporting period. This constituted an equivalent annual testing rate slightly in excess of 107 percent. Of the five individuals who registered a positive test result, four were APS employees and one was a short-term contractor.

Follow-Up Testing:

A total of 48 tests were performed as part of the APS Follow-Up Testing Program during this reporting period; all tests were negative. At the end of the reporting period, five individuals are being monitored by the Follow-Up Testing Program.



Other Testing:

APS experienced two violations involving the alcohol prohibition policy during this reporting period. Both individuals were short-term contractor personnel. One individual violated the five-hour abstention requirement. The other individual brought four bottles of beer onto the site. In both cases, a joint investigation was conducted by the APS Corporate Security investigators assigned to PVNGS, and the Fitness-for-Duty Supervisor. In both cases, access to both the Protected Area and to the site was revoked.

A short-term contractor was asked to submit to a For Cause test because of unusual behavior observed by his management. The individual refused to submit to testing. As a result, the individual's site access was revoked and he was directed to return to his employer. The individual did not have access to the Protected Area.

Two other individuals were tested within this category due to a positive test for opiates. The Medical Review Officer (MRO) determined that the positive test was related to poppy seed consumption. The APS policy requires that an individual, who is suspected of testing positive due to poppy seed consumption, refrain from consuming poppy seeds for ten days. During the ten-day period, the individual is required to submit to drug and alcohol testing. In the instances cited, the individuals were tested within the ten-day period and test results were negative.

No actions are taken by APS based on presumptive positive test results until confirmed by the MRO. In each case of a confirmed positive (illegal) drug test result, an APS employee's Protected Area access and site access are terminated. APS employees who register a confirmed positive test result for illegal drugs are discharged from employment. APS employees who experience a single occurrence with a confirmed positive test result for alcohol receive a disciplinary suspension, evaluation, and treatment prior to reinstatement of unescorted Protected Area access. In addition, these individuals are placed in a follow-up testing program. Contractor personnel who register a confirmed positive test result for illegal drugs or alcohol have their Protected Area and site access terminated.

Program Review

APS is continuing its communication efforts to enhance employee awareness of the FFD and Employee Assistance Program, with an emphasis on employee involvement.



A Radiation Protection technician accompanied a member of the FFD Staff to the APS primary Department of Health and Human Services certified laboratory in March. The purpose of the visit was to provide an overview of the analytical testing process and the controls used to protect the chain of custody. The technician also visited with a representative of the laboratory to discuss the testing process and other related issues. With the assistance of FFD personnel, the technician will develop a presentation for frontline employees.

Four individuals appealed their test determination during this reporting period. The Appeals Board reviewed the relevant material and upheld the original determination in all cases.

APS determined that, due to a human error, an NRC contract individual (DOE employee) was not subjected to a pre-access test prior to being granted access to the PVNGS Protected and Vital Areas. Protected and Vital Area access was withdrawn the following day upon discovery of the error, and the individual completed pre-access testing prior to access being reinstated. Changes have been implemented during this reporting period to ensure that all individuals in this category are included in the PVNGS program when so requested by the NRC.

Summary of Program Changes

No program changes were implemented during this reporting period.

Reportable Events

On January 27, 1993, an APS foreman registered a confirmed positive test for marijuana. An investigation was conducted jointly by the APS Corporate Security investigators assigned to PVNGS, and the Fitness-for-Duty Supervisor. As a result of the investigation, the individual's access to the Protected Area and to the site, as well as the individual's employment, were terminated. The individual appealed the determination. The Appeals Board reviewed all materials relevant to the individual's case and upheld the original determination.

Planned Actions

A trailer designed specifically for specimen collection and alcohol testing is being installed next to the main Fitness-for-Duty facility. The trailer will allow Fitness-for-Duty personnel to process a larger number of individuals for outage periods. Specimens will not be stored in the trailer.



Table 1

Fitness-For-Duty Program

Performance Data

Personnel Subject to 10 CFR Part 26



Fitness for Duty Program Performance Data Personnel Subject to 10CRF26

Arizona Public Service Company (APS)	June 30, 1993
<small>Company</small>	<small>6 months ending</small>
Palo Verde Nuclear Generating Station (PVNGS)	
<small>Location</small>	
David N. Heler / Mary F. Maddix	(602) 393-7465
<small>Contact Name</small>	<small>Phone (include area code)</small>

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

Marijuana	20 / 15	Amphetamines	300 / 300	Benzodiazepines	200 / 200
Cocaine	300 / 150	Phencyclidine	25 / 25	Barbiturates	200 / 200
Opiates	300 / 300	Alcohol (% BAC)	0.04%		

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		2534		n/a		1047	
Categories	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive	
Pre-Access		140	2	N/A	N/A	1108	8
For Cause	Post accident	0	0	N/A	N/A	0	0
	Observed behavior	25	0	N/A	N/A	15	4
Random		1533	4	N/A	N/A	386	1
Follow-up		13	0	N/A	N/A	35	0
Other		2	0	N/A	N/A	1	1
Total		1713	6	N/A	N/A	1545	14

Table 2

Breakdown of

Confirmed Positive Tests for

Specific Substances



Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Benzodiazepines	Barbiturates	3	4	5	
Licensee Employees	2	0	0	1	0	3	0	0	0	0	0	0	
Long-Term Contractors	0	0	0	0	0	0	0	0	0	0	0	0	
Short-Term Contractors	9	0	0	3	0	2	1	0	0	0	0	0	A
Total	7*/11**	0	0	4**	0	5	1	0	0	0	0	0	17* / 21**

NOTES:

- * For those results reported in a split box, the number on the left side records the number of confirmed positive tests reported on the basis of the NRC cut-off level, while the number on the right side records the number of confirmed positive tests reported on the basis of the more restrictive APS cut-off level.
- ** One individual tested positive for two drugs (amphetamines and marijuana)

