



Point Beach Nuclear Plant  
6610 Nuclear Rd., Two Rivers, WI 54241

(414) 755-2321

10 CFR 73.71(b)

August 14, 1991

U.S. NUCLEAR REGULATORY COMMISSION  
Document Control Desk  
Washington, D.C. 20555

Gentlemen:

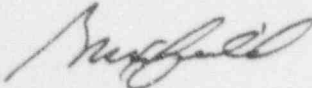
DOCKET NOS. 50-266 AND 50-301  
SAFEGUARDS EVENT REPORT NO. 91-S01-00  
INADEQUATE PREEMPLOYMENT SCREENING PROCESS  
POINT BEACH NUCLEAR PLANT, UNITS 1 AND 2

Attached is Safeguards Event Report 91-S01-00 for Point Beach Nuclear Plant, Units 1 and 2 detailing the discovery, investigation, and corrective actions taken associated with an inadequate preemployment screening process that resulted in the inappropriate authorization of unescorted access to an individual that had previously been denied unescorted access at other nuclear power plants.

LER 91-S01-00 is being reported pursuant to 10 CFR 73.71(b) and Section I(c) of Appendix G to Part 73.

If you have any questions, please do not hesitate to contact us.

Very truly yours,

  
G.J. Maxfield  
Manager

Enclosure

jmg

cc: NRC Regional Administrator, Region III

AUG 19 1991

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A subsidiary of Wisconsin Energy Corporation

## LICENSEE EVENT REPORT (LER)

ESTIMATED BURDEN PER RESPONSE TO COMPLY WITH THIS INFORMATION COLLECTION REQUEST: 500 HRS. FORWARD COMMENTS REGARDING BURDEN ESTIMATE TO THE RECORDS AND REPORTS MANAGEMENT BRANCH (P-530), U.S. NUCLEAR REGULATORY COMMISSION, WASHINGTON, DC 20555, AND TO THE PAPERWORK REDUCTION PROJECT (3150-0104), OFFICE OF MANAGEMENT AND BUDGET, WASHINGTON, DC 20503.

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TITLE (4)

INADEQUATE PREEMPLOYMENT SCREENING PROCESS

EVENT DATE (5)			LER NUMBER (6)			REPORT DATE (7)			OTHER FACILITIES INVOLVED (8)		
MONTH	DAY	YEAR	YEAR	SEQUENTIAL NUMBER	REVISION NUMBER	MONTH	DAY	YEAR	FACILITY NAMES		DOCKET NUMBER (8)
0	7	1	5	9	1	9	1	1	FBNP, Unit 2		0 5 0 0 0 3 0 1
0	7	1	5	9	1	9	1	1			0 5 0 0 0 3 0 1
OPERATING MODE (9)			THIS REPORT IS SUBMITTED PURSUANT TO THE REQUIREMENTS OF 10 CFR 5. (Check one or more of the following) (11)								
N			20.402(b)			20.405(c)			50.73(a)(2)(iv) X 73.71(b)		
POWER LEVEL (10)			20.406(a)(1)(i)			50.38(c)(1)			50.73(a)(2)(iv) 73.71(c)		
1 0 0			20.406(a)(1)(ii)			50.38(c)(2)			50.73(a)(2)(iv) OTHER (Specify in Abstract below and in Text, NRC Form 366A)		
			20.406(a)(1)(iii)			50.73(a)(2)(i)			50.73(a)(2)(viii)(A)		
			20.406(a)(1)(iv)			50.73(a)(2)(ii)			50.73(a)(2)(viii)(B)		
			20.406(a)(1)(v)			50.73(a)(2)(iii)			50.73(a)(2)(ix)		

LICENSEE CONTACT FOR THIS LER (12)

NAME	TELEPHONE NUMBER
R. D. SEIZERT, MANAGER - REGULATORY & SUPPORT SERVICES	4 1 4 7 5 5 - 2 3 2 1

COMPLETE ONE LINE FOR EACH COMPONENT FAILURE DESCRIBED IN THIS REPORT (13)

CAUSE	SYSTEM	COMPONENT	MANUFACTURER	REPORTABLE TO NRC	CAUSE	SYSTEM	COMPONENT	MANUFACTURER	REPORTABLE TO NRC

SUPPLEMENTAL REPORT EXPECTED (14)

YES (If yes, complete EXPECTED SUBMISSION DATE)	NO	EXPECTED SUBMISSION DATE (15)	MONTH	DAY	YEAR
<input checked="" type="checkbox"/>	<input type="checkbox"/>				

ABSTRACT (Limit to 1400 spaces, i.e., approximately fifteen single-space typewritten lines) (16)

ABSTRACT:

On July 15, 1991, a contractor informed Wisconsin Electric that one of their employees who had been previously granted unescorted access to Point Beach Nuclear Plant had been denied access to other nuclear plants four times in 1987. The worker was denied access to the other nuclear plants due to failing the pre-access drug screening tests. Unescorted access to Point Beach Nuclear Plant would not have been granted if the prior access denials were ascertained during the access authorization screening process.

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TEXT (If more space is required, use additional NRC Form 305A's) (17)

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TEXT (If more space is required, use additional NRC Form 305A's) (17)

Discussions with the contractor on July 15, 1991, revealed that the employee was hired by the contractor in September 1990. The individual disclosed on the contractor's employment application that he had previously been denied access at a nuclear facility based on a prior positive drug screen. Additionally, the individual confirmed three access denials in 1987 and offered evidence of rehabilitation when the contractor's security manager conducted a follow-up investigation.

On October 2, 1990, a letter was sent to Wisconsin Electric certifying the individual as suitable for unescorted access. The letter did not notify Wisconsin Electric of the past access denials as required by 10 CFR 26.23(a)(2). However, the individual disclosed that he had been denied authorization for unescorted access to the protected area of a nuclear power plant or the assignment to activities within the scope of 10 CFR 26 on the Wisconsin Electric release and authorization statement during the pre-access drug/alcohol screening. This disclosure was overlooked by Wisconsin Electric. The individual passed a drug screen conducted October 3, 1990, and was granted unescorted access based on the contractor's letter and the negative drug screen.

The individual returned to Point Beach Nuclear Plant and was granted unescorted access again on January 11, 1991, based on a similar certifying letter from the contractor and a negative drug screen conducted January 7, 1991. Again, the individual disclosed that unescorted access had been previously denied, but this was again overlooked by Wisconsin Electric. The individual passed random drug tests conducted on April 12, 1991 and June 19, 1991.



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TEXT (If more space is required, use additional NRC Form 386A's) (17)

As a result of an inquiry made of the contractor by another utility, the contractor reviewed the employee's records and determined that the individual had failed four pre-access drug screens, three in 1987 and one in 1989. Since the individual was authorized to have unescorted access to the Point Beach Nuclear Plant, Wisconsin Electric was informed of this new information. Unescorted access to Point Beach Nuclear Plant would not have been granted if the prior access denials were ascertained during the access screening process. The contractor employee's unescorted access was revoked on July 15, 1991.

Wisconsin Electric has audited the contractor's background investigations three times. The July 19, 1989, audit found that the contractor accomplishes thorough and detailed investigations, but failed to properly evaluate some of them. Three of the 24 personnel files audited contained sufficient derogatory information that the individuals should not have been recommended for unescorted access. This weakness in the contractor's program allowed authorization of unescorted access to the Point Beach Nuclear Plant to personnel who would have been denied such access if Wisconsin Electric had been aware of the derogatory information. The audit concluded that a follow-up audit would be performed in 6 months to determine if the contractor's access authorization program had improved.

The contractor's background investigations were again audited by Wisconsin Electric on February 26, 1990. This audit found no deficiencies in any files and concluded that the contractor obtained complete background information. None of the files audited contained derogatory information that would have disqualified the individual from unescorted access at Point Beach Nuclear Plant. As a result, the contractor's probationary status was rescinded and an annual audit schedule was resumed.

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TEXT (If more space is required, use additional NRC Form 306A's) (17)

In response to discovering that Point Beach Nuclear Plant had not been notified of previous access denials for contractor employees, the contractor hired an independent organization to conduct an audit of the personnel files of all active contractor employees. This audit was conducted between July 15 and August 1, 1991, and found no additional cases where unescorted access was recommended to any nuclear power plant without disclosing prior access denials.

In order to determine the scope of the reportable event, Wisconsin Electric began a file review of all persons, contractor and Wisconsin Electric employees who were granted access since January 3, 1990. The Wisconsin Electric file review suggested that two additional employees of the contractor had past positive drug/alcohol tests which were not disclosed by the contractor.

Additionally, a third audit of the contractor's background investigations was completed on August 7, 1991. Personnel files of individuals assigned to Point Beach Nuclear Plant since the previous audit were reviewed. The audit confirmed the two additional instances of individuals with prior access denials at other nuclear power plants due to positive drug screens. Both individuals were recommended for unescorted access without revealing their past access denials. Each of the individuals disclosed to Wisconsin Electric that unescorted access had been denied in the past. However, these disclosures were also overlooked and no follow-up actions were taken. A third individual had no fitness-for-duty incidents, but had an excessive number of driving while intoxicated (DWI) convictions. Wisconsin Electric would not have authorized unescorted access for this individual if this information had been communicated by the contractor.

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TEXT (If more space is required, use additional NRC Form 366A's) (17)

CAUSES OF EVENT

The weakness in the access screening process that resulted in granting unescorted access to individuals that had previously been denied access at other nuclear power plants without Wisconsin Electric knowledge is attributed to two causes:

1. The Point Beach Nuclear Plant access screening process was deficient. Disclosures of prior unescorted access denials at other nuclear power plants were overlooked during the screening process.
2. Wisconsin Electric was not informed by the contractor that some employees being assigned to Point Beach Nuclear Plant had been denied access at other nuclear power facilities.

CORRECTIVE ACTIONS

The following corrective actions have been taken by Wisconsin Electric and the contractor in order to strengthen the unescorted access authorization process and minimize the potential for recurrence.

1. The format of the Wisconsin Electric release and authorization statement form has been revised to reduce the likelihood for overlooking the disclosure of past unescorted access denials. This form was formerly printed on two sides with the inquiry regarding access denials on the reverse side of the form. The form was revised to place all information on the front of the form. The revised form was effective July 22, 1991.
2. The release and authorization statement form will be placed at the front of an applicant's file during the unescorted access authorization process. This measure will further enhance the visibility of the applicant's response to the inquiry regarding past access denials.

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TEXT (If more space is required, use additional NRC Form 365A's) (17)

3. Wisconsin Electric has audited all release and authorization statement forms generated for unescorted access authorization at the Point Beach Nuclear Plant since January 3, 1990. Unescorted access has been reviewed for all files that indicated prior unescorted access denials at other nuclear power plants. All known cases are resolved.
4. The contractor has developed procedures to ensure proper notification of FPD related information.

SIGNIFICANCE OF EVENT

This event was evaluated with respect to security significance. Although programmatic weaknesses have been identified and subsequently corrected, no security threat resulted.

SIMILAR OCCURRENCES

Aside from the examples identified during the evaluation of this event, there have been no similar occurrences related to the fitness-for-duty suitable inquiry requirements and the associated granting of unescorted access to Point Beach Nuclear Plant.