



Consumers  
Power

**POWERING  
MICHIGAN'S PROGRESS**

Palisades Nuclear Plant: 27780 Blue Star Memorial Highway, Covert, MI 49043

February 13, 1996

U S Nuclear Regulatory Commission  
Document Control Desk  
Washington, DC 20555

**DOCKET 50-255 - LICENSE DPR-20 - PALISADES PLANT**  
**DOCKET 50-155 - LICENSE DPR-6 - BIG ROCK POINT PLANT**  
**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM PERFORMANCE REPORT**

Attached is Consumers Power Company's Semi-Annual Fitness for Duty Program Performance Report for the period July 1, 1995, through December 31, 1995. This report is submitted according to the requirements of 10CFR26.71(d).

Consumers Power Company conducted 321 random tests during this period. The tests resulted in one positive THC result on a contractor/vendor. Follow-up, for cause, post-accident, and pre-access testing did not result in any positive drug/alcohol determinations.

An occurrence involving Medical Review Officer (MRO) communications with an individual having a presumptive THC result led to modifications made to the MRO guidelines.

A program was completed for improving the Fitness for Duty procedures by providing guidance which will assure NRC reportability is handled appropriately and within the required time frame. Job aids were developed for actions upon (1) Firearm Discovery, (2) Unknown Substance Discovery, and (3) Discovery of Alcohol in the Protected Area.

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PDR ADOCK 05000155  
R PDR

SUMMARY OF COMMITMENTS

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

A handwritten signature in dark ink, appearing to read "Richard W Smedley". The signature is written in a cursive style with a large initial "R".

Richard W Smedley  
Manager, Licensing

CC Administrator, Region III, USNRC  
Project Manager, NRR, USNRC  
NRC Resident Inspector - Palisades

Attachment

**ATTACHMENT 1**

**CONSUMERS POWER COMPANY  
PALISADES PLANT DOCKET 50-255  
BIG ROCK POINT PLANT DOCKET 50-155**

**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM  
PERFORMANCE REPORT**

**JULY 1995 - DECEMBER 1995**

**CONSUMERS POWER COMPANY**  
**FFD PROGRAM PERFORMANCE REPORT**  
 July 1995 - December 1995

**1. MANAGEMENT SUMMARY**

During this reporting period, Consumers Power Company conducted a total of 321 random tests with the following results:

<u>Donor Group</u>	<u>Random Tests</u>	<u>Results</u>
Employees	251	Random testing did not identify any positive drug/alcohol results.
Contractors	70	One positive THC result; unescorted access was terminated.

The year-end positive drug/alcohol rate, as compared to previous year-end results, indicates a downward 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>
1990	1,351	845	0.2%	0.9%	4	7
1991	1,431	514	0.2%	0.6%	3	2
1992	1,290	392	0.6%	0.5%	4	5
1993	1,293	453	0.2%	0.2%	2	1
1994	652*	144*	0.2%	0.7%	1	1
1995	665	207	0.0%	0.5%	--	1

\*Random testing rate was reduced from 100% to 50% beginning January 1, 1994.

Additional testing included 166 pre-access, 3 post-accident, 3 for-cause and 22 follow-up tests. All processes did not identify any positive drug/alcohol results.

The appeal process was not initiated during this reporting period.

**CONSUMERS POWER COMPANY**  
**FFD PROGRAM PERFORMANCE REPORT**  
July 1995 - December 1995

**2. INITIATIVES TAKEN**

The January 1-June 30, 1995 semi-annual report documented an occurrence where an unknown substance was found in the Radiologically Controlled Area of the Palisades Plant. This incident initiated procedural improvements to assure future occurrences would be handled by the appropriate staff and to assure proper notification(s) are made in a timely manner. Ultimately three job aids were created to direct actions upon (1) Firearm Discovery, (2) Unknown Substance Discovery, and (3) The Discovery of Alcohol in the Protected Area.

**3. REPORTABLE EVENTS UNDER 10CFR26, SECTION 26.73**

During this six month interval, Consumers Power Company did not encounter any FFD event that required reporting under 10CFR26, Part 26.73.

**4. LESSONS LEARNED**

Processes involving the MRO contact of an individual having a presumptive positive test result and final notification to management, have been altered following an incident which occurred at the Palisades Plant.

MRO requirements in 10CFR26, Appendix A state the MRO shall discuss a potential positive test result with an individual prior to management notification. Upon receipt of a positive THC determination on a contract employee, the MRO's three attempts to contact the individual at his residence failed. Ultimately, the MRO was able to reach the individual who was in the plant containment area and discussed the THC result. Further miscommunications inadvertently prevented Consumers Power Company management from immediate knowledge of the positive determination, however actions did take place by the individual's on-site supervisor to revoke his access.

MRO Guidelines were revised directing contact with individuals made either off-site or through the HR Department only. Listing of Consumers Power Company Fitness For Duty Administrators were provided to the MROs with work, home and pager numbers. Additional instructions for notification were provided to the MRO assistants to prevent a recurrence of this situation.

**ATTACHMENT 2**

**CONSUMERS POWER COMPANY  
PALISADES PLANT DOCKET 50-255  
BIG ROCK POINT PLANT DOCKET 50-155**

**SEMI-ANNUAL FITNESS FOR DUTY PROGRAM  
PERFORMANCE REPORT**

**JULY 1995 - DECEMBER 1995**

3 Pages

NOTE: The attached pages are two-sided.

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

<u>Consumers Power Company</u> <div style="text-align: center;">Company</div>		<u>December 31, 1995</u> <div style="text-align: center;">6 Months Ending</div>	
<u>Palisades Nuclear Plant</u> <div style="text-align: center;">Location</div>			
<u>Judith A Smith</u> <div style="text-align: center;">Contact Name</div>		<u>(517) 788-7072</u> <div style="text-align: center;">Phone (include Area Code)</div>	

Cutoffs: Screen/Confirmation (ng/ml) ☒ Appendix A to 10CFR 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		770		N/A		286	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		19	0	---	---	110	0
For Cause	Post Accident	2	0	---	---	1	0
	Observed Behavior	1	0	---	---	0	0
Random		173	0	---	---	66	1
Follow-up		5	0	---	---	6	0
Other		0	0	---	---	2	0
Total		200	0	---	---	185	1



### Breakdown of Confirmed Positive Tests for Specific Substances

[illegible]



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

Consumers Power Company		December 31, 1995	
Company		6 Months Ending	
Big Rock Point Nuclear Plant			
Location			
Judith A Smith		(517) 788-7072	
Contact Name		Phone (Include Area Code)	
Cutoffs: Screen/Confirmation (ng/ml)		<input checked="" type="checkbox"/> Appendix A to 10CFR 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		219		N/A		14	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		14	0	---	---	12	0
For Cause	Post Accident	0	0	---	---	0	0
	Observed Behavior	2	0	---	---	0	0
Random		38	0	---	---	2	0
Follow-up		0	0	---	---	0	0
Other		2	0	---	---	2	0
Total		56	0	---	---	16	0

### 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													
Long-Term Contractors													
Short-Term Contractors													A
Total													0

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

Consumers Power Company		December 31, 1995	
Company		6 Months Ending	
Support			
Location			
Judith A Smith		(517) 788-7072	
Contact Name		Phone (Include Area Code)	

Cutoffs: Screen/Confirmation (ng/ml) ☒ Appendix A to 10CFR 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		228		N/A		20	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		11	0	---	---	0	0
For Cause	Post Accident	0	0	---	---	0	0
	Observed Behavior	0	0	---	---	0	0
Random		40	0	---	---	2	0
Follow-up		11	0	---	---	0	0
Other		3	0	---	---	0	0
Total		65	0	---	---	2	0

### Breakdown of Confirmed Positive Tests for Specific Substances

[illegible]