



**Florida  
Power**

CORPORATION  
Crystal River Unit 3  
Docket No. 50-302

August 19, 1992  
3F0892-01

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

Subject: 10 CFR 26, Fitness-For-Duty Program Performance Data  
(6 Month Report)

Dear Sir:

Florida Power Corporation (FPC) hereby submits its Fitness-For-Duty (FFD) program performance data for the period of January 1, 1992 through June 30, 1992. FPC is required to submit this report within sixty (60) days after each six month reporting period in accordance with 10 CFR 26.71(d).

The required data is submitted on the revised data form developed by the Nuclear Utility Management and Resources Council (NUMARC).

Sincerely,

P. M. Beard, Jr.  
Senior Vice President  
Nuclear Operations

PMB/GMF

Attachment

xc: Regional Administrator, Region II  
Senior Resident Inspector  
NRR Project Manager

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ATTACHMENT

In accordance with 10 CFR 26.71(d), collect and compile fitness-for-duty program performance data on a standard form and submit to the NRC. The data for each site (corporate and other support staff locations combined) must include the following:

1. Random Test Rate =  $\frac{\text{Total tested}}{\text{Total in Pool}} = \frac{931}{1722} \times 100 = 54.07\%$   
for 6 months

(NOTE: Random testing rate is 100% per year.)

2. Drugs tested for and cutoff levels. See Table
3. Workforce population tested. See Table
4. • Number of tests and results by population See Table  
• Process stage Lab & confirmatory screening  
• Type of test See Table
5. Substances identified. See Table
6. Number of temporary suspensions or other administrative actions taken based on on-site presumptive positives for marijuana (THC) and for cocaine. N/A

FOOTNOTES:

1. The 5 substances listed below are additional substances used by FPC for Pre-access, For-cause, and Follow-up testing only.

	<u>Screened (ng/ml)</u>	<u>Confirmatory (ng/ml)</u>
1. Barbiturates	300	200
2. Benzodiazepines	300	200
3. Methadone	300	200
4. Methaqualone	300	200
5. Propoxyphene	300	200

2. Three (3) licensee PRE-ACCESS employees were positive for marijuana - all were denied access.
3. Twenty (20) contractor PRE-ACCESS employees were positive on testing, 18 for marijuana, 1 for cocaine, and 1 for alcohol - all were denied access.
4. Five (5) licensee employees were tested FOR-CAUSE.
- Two (2) were negative.
- One (1) was positive for alcohol, had access revoked for 24 hours and was counseled.
- Two (2) licensee employees were positive for both alcohol and marijuana. These employees had access permanently revoked and were discharged.
5. One (1) contractor employee was tested FOR-CAUSE and was negative.
6. Two (2) licensee employees were positive for alcohol during RANDOM TESTING. Both had access revoked for 24 hours and received counseling.
7. One (1) contractor employee was positive for alcohol on RANDOM TESTING - access was revoked for 24 hours and the incident was reported to the contract company for follow-up and counseling.
- One (1) contractor employee refused to be tested under the RANDOM PROGRAM. Access was permanently revoked. This is recorded as a positive but without a substance.

**NOTE:** As of July 1, 1991, Florida Power Corporation performed all pre-access testing of Contractors.

SUMMARY OF MANAGEMENT ACTIONS

INITIATIVES TAKEN: N/A

LESSONS LEARNED: N/A

EFFECTIVENESS EVALUATION:

During this 6 month period, FPC tested 2527 employees including Contractors (Random, Pre-Access, and For-Cause) and 30 positive results were identified (1.2%).

PROGRAM WEAKNESS: See Audit Summary

CORRECTIVE ACTIONS: See Audit Summary

AUDIT SUMMARY

In accordance with 10 CFR 26.80, Florida Power Corporation conducted an annual Fitness-for-Duty audit in January 1992. Four audit findings were identified and resolved. They are:

Audit Finding #1

Objective evidence did not exist to demonstrate that the Medical Review Officer (MRO) reviewed certain test results which were outside the required acceptance criteria.

Corrective Action #1

The corrective action was to instruct the FPC Collection Site personnel to have the MRO review sample characteristics (specimen temperature, color, etc.) and/or test results which are outside the required acceptance criteria. FPC Collection Site personnel have been instructed on the proper procedures to follow.

Audit Finding #2

A Fitness-for-Duty procedure did not provide adequate instructions for the testing of the contractor's Collection Site personnel. In particular, when the Collection Site personnel were subjected to random alcohol testing, the tests were performed by personnel at another facility that was not part of the FPC FFD program.

Corrective Action #2

The corrective action was to instruct and to certify in writing a FPC Senior Industrial Hygienist to perform the alcohol breath testing and to continue to have drug screening performed by the contract testing laboratory. The Senior Industrial Hygienist is a badged individual and is subject to the Continued Behavioral Observation Program.

Audit Finding #3

Background investigations, psychological evaluations, and continued behavioral observations were not being conducted for the contractor's off-site Collection Site personnel used to perform tests on-site based personnel.

Corrective Action #3

Background investigations, psychological evaluations, fingerprinting, drug and alcohol screening, and continued behavioral observations are now required of contractor personnel involved with specimen collection. In addition, supervisory personnel are required to attend FPC's FFD Supervisors Training.

Audit Finding #4

Reports to FPC from the contractor did not include the NRC's screening levels for positive marihuana metabolites.

Corrective Action #4

The contractor is now providing FPC with reports containing both FPC's and NRC's screening levels for initial tests screened positive for marihuana metabolites.

SUMMARY LISTING OF EVENTS REPORTED

1. One (1) event was reported during this six month period. A Department Manager was positive for alcohol on random testing. A report was made to the NRC Operation Center within the required time.

Date of event: 06/19/92  
Position of Individual: Department Manager  
How discovered: Random Testing  
Substance detected: Alcohol  
Management Actions: The individual's access was revoked for 24 hours and was counseled.  
Findings/Results: N/A

NRC INSPECTION

During the NRC's initial inspection of FPC's Fitness for Duty (FFD) program in May of 1990 (Inspection Report 90-17), the NRC identified 2 non-cited violations and a Inspector Follow-up Item on FPC's FFD program.

On January 7-8, 1992, the NRC conducted another inspection of FPC's FFD program. This inspection was conducted to review FPC's corrective actions relative to the three open issues from the May 1990 Inspection dealing with the FPC's FFD program.

Results:

All three items were "closed."

# Fitness for Duty Program Performance Data Personnel Subject to 10CFR 26

<u>Florida Power Corporation (FPC)/Crystal River Unit 3</u> <small style="display: block; text-align: center;">Company</small>	<u>June 30, 1992</u> <small style="display: block; text-align: center;">6 Months Ending</small>
<u>St. Petersburg, Florida / Crystal River, Florida</u> <small style="display: block; text-align: center;">Location</small>	
<u>Dr. Ronald S. Kline</u> <small style="display: block; text-align: center;">Contract Name</small>	<u>(813) 866-5277</u> <small style="display: block; text-align: center;">Phone (Include area code)</small>
Cutoffs: Screen/Confirmation (ng/ml) <input type="checkbox"/> Appendix A to 10CFR 26	
Marijuana      50      /      15	Amphetamines      / <u>See FootNote #1</u> /
Cocaine      /	Phencyclidine      /      _____      /
Opiates      /	Alcohol (% BAC)      /      _____      /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		1034		N/A		688	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		387	3 <sup>2</sup>	N/A	N/A	1203	20 <sup>3</sup>
For Cause	Post accident	N/A	N/A	N/A	N/A	N/A	N/A
	Observed behavior	5	3 <sup>4</sup>	N/A	N/A	1	0 <sup>5</sup>
Random		634	2 <sup>6</sup>	N/A	N/A	297	2 <sup>7</sup>
Follow-up		N/A	N/A	N/A	N/A	N/A	N/A
Other		N/A	N/A	N/A	N/A	N/A	N/A
Total		1026	8	N/A	N/A	1501	22

REV. 1/92

### Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	Benzodiazepines	Barbiturates	3	4	5	
Licensee Employees	0 / 5					5							
Long-Term Contractors													
Short-Term Contractors	4 / 18	1				2	1						
Total	23	1				7	1						32