



**Florida
Power**

CORPORATION
Crystal River Unit 3
Docket No. 50-302
Operating License No. DPR-72

August 26, 1999
3F0899-20

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

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

Dear Sir:

Florida Power Corporation (FPC) hereby submits the six-month Fitness-for-Duty program performance data for the period January 1, 1999, through June 30, 1999, in accordance with 10 CFR 26.71(d).

If you have any questions regarding this submittal, please contact Mr. Sid Powell, Manager, Nuclear Licensing at (352) 563-4883.

Sincerely,

Robert E. Grazio
Director
Nuclear Site & Business Support

REG/twc
Attachment

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

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FOOTNOTES

1. Margaret L. Moore, MD, retired as the Medical Director of St. Anthony's Occupational Health Center of St. Petersburg, FL as of January 29, 1999. She was replaced by C.L. Bilgi, MD. Dr. Bilgi is responsible for a group of Medical Review Officers (MROs), all of whom may function as FPC's MRO. Drs. Moore, J. Giovinco-Barbas, and Robert Shefsky were available to provide MRO services for Crystal River Unit 3 during the report period January 1, 1999 through June 30, 1999.
2. Four (4) FPC pre-access test results were positive for marijuana. All were denied access and denied employment.
3. Eleven (11) contractor pre-access test results were confirmed positive: nine (9) for marijuana, one for alcohol, and one for cocaine. All were denied access and denied employment.
4. On January 19, 1999, a permanent licensee employer was suspected of being under the influence of alcohol and tested "For-Cause." Two (2) alcohol breath tests and a drug test were administered with negative results.

On March 19, 1999, a permanent licensee employee was suspected of being under the influence of alcohol and tested "For-Cause." Two (2) alcohol breath tests were administered with positive results. A drug test was administered with negative results. The employee's access was terminated unfavorably. Based on an evaluation by the MRO, the employee's access was restored on May 19, 1999, and a follow-up testing program was established.

On April 21, 1999, FPC was informed by another licensee that a contractor seeking access to their facility, who was under FPC's FFD Program, was suspected of being under the influence of alcohol. Two (2) alcohol breath tests were administered with positive results. A drug test was administered with negative results. The individual will be subject to a follow-up testing program upon his return.

5. On January 29, 1999, a permanent licensee employee tested positive for opiates (codeine) and morphine during random testing. This individual had a valid doctor's prescription for the substances in question and based upon review by the MRO, the tests were determined to be negative. No additional action was taken.

On February 26, 1999, a permanent licensee employee tested positive for opiates (codeine) during random testing. The individual had a valid doctor's prescription for the substance in question and based on review by the MRO, the test was determined to be negative. No additional action was taken.

On March 8, 1999, a permanent licensee employee tested positive for marijuana during random testing. The employee was discharged and access was revoked.

6. On March 19, 1999, a contractor tested positive for marijuana during random testing. The individual was discharged and access was revoked.

NOTES:

- A. Since July 1, 1991, Florida Power Corporation performed all pre-access testing of Contractors except during periods between February 28, 1994 and December 31, 1997. During this time, B&W Nuclear Technologies (now Framatome Technologies) performed pre-access testing for B&W/Framatome personnel under the Fitness for Duty Program as approved by Florida Power Corporation.

NOTES (Cont'd)

- B. Department of Health and Human Services (DHHS) Certified Laboratories utilized by FPC follow the DHHS mandatory guidelines for drug testing programs as published in the Federal Register, June 9, 1994 (59 FR 29908). In accordance with these guidelines, specimens testing positive in the initial screen for methamphetamines must contain a concentration equal to or greater than 200 ng/mL of the metabolite amphetamine in the confirmatory test. If this criterion is not met, the specimen is reported to FPC as negative for methamphetamine.

BREAKDOWN OF CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

	Marijuana	Cocaine	Opiates	Amphetamines	Phencyclidine	Alcohol	Refusal to Test	1	2	3	4	5
Licensee Employees	2	0	0	0	0	2	0					
Long-Term Contractors	3											
Short-Term Contractors	3	1	0	0	0	1	0					
Total	15	1	0	0	0	3	0					
												19

NOTES: The columns are diagonally split to record results as shown:

(test results that were positive at the NRC's cutoff level/additional number of MRO confirmed positives based on the company's more restrictive cutoff levels)

10 CFR 26.71(d) DATA

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 = $\frac{\text{Total Tested}}{\text{Total in Pool}} = \frac{241 + 96}{890 + 413} = \frac{337}{1303} \times 100 = 25.9\%$
for 6 months

(NOTE: Random testing rate is $\geq 50\%$ per year.)
actual: $\{25.9\% \times 2 = 51.8\%\}$

- | | |
|--|------------------------------|
| 2. Drugs tested for and cutoff levels. | See Table on Page 1 of 5 |
| 3. Workforce population tested. | See Table on Page 1 of 5 |
| 4. • Number of tests and results by population | See Table on Page 1 of 5 |
| • Process stage | Lab & confirmatory screening |
| • Type of test | See Table on Page 1 of 5 |
| 5. Substances identified. | See Footnotes on Page 2 of 5 |
| 6. Number of temporary suspensions or other administrative actions taken based on on-site presumptive positives for marijuana (THC) and for cocaine. | N/A |

SUMMARY OF MANAGEMENT ACTIONS

INITIATIVES TAKEN: Changes were made to the processes associated with specimen collection during this report period to provide additional means of detecting attempts to use dilutants, specimen substitutes, and adulterants. If the temperature of any urine sample falls outside the range of 93°F - 98°F, an observed collection was taken if an oral temperature was not taken, or did not confirm the urine temperature.

LESSONS LEARNED: N/A

EFFECTIVENESS EVALUATION:

During this six-month period, FPC tested 727 employees including contractors (random, pre-access, and for-cause). Nineteen (19) positive results were identified (2.6%).

PROGRAM WEAKNESS:

See Audit Summary Section

CORRECTIVE ACTIONS:

See Audit Summary Section

AUDIT SUMMARY

In accordance with 10 CFR 26.80, Florida Power Corporation (FPC) conducted an annual Fitness-for-Duty audit. This requirement was satisfied during an integrated audit of Security, Access Authorization, and Fitness-for Duty (FFD) programs that was conducted from April 5, 1999 through May 10, 1999. With respect to the FFD program, the audit resulted in no findings related to FPC's implementation of the program; however, seven findings were identified as part of the concurrent audit of the FFD testing laboratory, SmithKline Beecham Laboratory, located in Leesburg, FL. The findings affected ancillary parts of the FFD program and had minimal impact on the analyses of the FFD specimens for FPC.

SUMMARY LISTING OF EVENTS REPORTED

No events occurred; none reported.