



**Florida
Power**

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

August 24, 1998
3F0898-14

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, 1998 through June 30, 1998, in accordance with 10 CFR 26.71(d).

If you have any questions regarding this submittal, please contact Ms. Sherry Bernhoft, Manager, Nuclear Licensing at (352) 563-4566.

Sincerely,

Robert E. Grazio, Director
Nuclear Regulatory Affairs

REG/TWC

Attachment

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

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

<u>Florida Power Corporation (FPC) Crystal River Unit 3</u> <small>Company</small>	<u>June 30, 1998</u> <small>6 Months Ending</small>
<u>St. Petersburg, Florida / Crystal River, Florida</u> <small>Location</small>	
<u>Margaret L. Moore, MD¹</u> <small>Contact Name</small>	<u>(813) 825-1160</u> <small>Phone (Include area code)</small>

Cutoffs: Screen/Confirmation (ng/ml)	Appendix A to 10 CFR 26
Marijuana 50 / 15	Amphetamines 1000 / 500 _____ /
Cocaine 300 / 150	Phencyclidine 25 / 25 _____ /
Opiates 300 / 300	Alcohol (% BAC) 0.04 _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
Average Number with Unescorted Access		904		N/A		291	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		77	1 ²	N/A	N/A	58	1 ³
For Cause	Post accident	N/A	N/A	N/A	N/A	N/A	N/A
	Observed behavior	1	1 ⁴	N/A	N/A	1	0 ⁵
Random		244	1 ⁶	N/A	N/A	66	3 ⁷
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		322	3	N/A	N/A	125	4

FOOTNOTES

1. Margaret L. Moore, MD, is the Medical Director of St. Anthony's Occupational Health Center of St. Petersburg, FL and is responsible for a group of MROs, all of whom may function as FPC's MRO. Dr. Moore and Drs. E. Yemini Owi, Robert Shefsky, and Phyllis Gerber provided MRO services for Crystal River Unit 3 during the report period January 1, 1998 through June 30, 1998.
2. The one (1) positive pre-access test result for FPC employment involving Marinol™ was determined to be negative based on a prescription for a serious illness. The individual is an existing nuclear employee who was denied access but returned to work.
3. On March 23, 1998, there was one (1) confirmed positive contractor pre-access test result for marijuana. The individual was denied access.
4. On January 28, 1998, 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 was initially denied access and later evaluated by the MRO prior to restoration of access. The individual worked in the warehouse, and on at least one occasion was asked to fill-in as a supervisor. For this reason the incident was reported in accordance with 10 CFR 26.73 (a)(2).
5. On January 15, 1998, a contractor 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.
6. On April 24, 1998, a permanent licensee employee tested positive for marijuana during random testing. The employee's access was terminated and he was discharged.
7. On February 10, 1998, a contractor tested positive for cocaine during random testing. The test was confirmed positive and the individual's access was terminated. On February 10, 1998, a different contractor tested positive for codeine during random testing. This test result was determined to be explainable due to a prescription and determined to be negative. On April 7, 1998, a contractor tested positive for marijuana during random testing. The test was confirmed positive and the individual's access was terminated.

NOTE:

As of January 1, 1998, Florida Power Corporation performed all pre-access testing of Contractors

Breakdown of Confirmed Positive Tests for Specific Substances

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

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 = $\frac{\text{Total tested}}{\text{Total in Pool}} = \frac{244 + 66}{904 + 291} = \frac{310}{1195} \times 100 = 25.9\%$
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 |
| 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 |

SUMMARY OF MANAGEMENT ACTIONS

INITIATIVES TAKEN: N/A

LESSONS LEARNED: N/A

EFFECTIVENESS EVALUATION:

During this six-month period, FPC tested 447 employees including contractors (random, pre-access, and for-cause). Five (5) positive results were identified (0.0112%).

PROGRAM WEAKNESS:

See Audit Summary Section

CORRECTIVE ACTIONS:

See Audit Summary Section

AUDIT SUMMARY

In accordance with 10 CFR 26.80, Florida Power Corporation 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 May 4, 1998 through June 1, 1998. With respect to the FFD program, the audit resulted in two findings that were identified and resolved as follows:

Audit Finding Documented on Precursor Card 98-2519

This finding was based on a review of FFD notifications and a comparison with the security access computer to determine if supervisors were accurately informing employees to report for random FFD testing. The review found that a supervisor who was not on-site at the time, was notified to have an employee report to Health Services for testing. Relying on memory, the supervisor indicated that the individual was on vacation; however, the individual was actually working in the plant that day. The responsible supervisor was interviewed and this error was concluded to have been a mistake. Upon consulting his records (not readily available at the time of the notification), the supervisor confirmed the individual was performing maintenance when the notification was to have been made. Additional reviews were performed and this example was determined to be an isolated event.

Corrective Action

Upon discovery of this isolated incident, the employee was tested with negative results. Based on determining the issue was an isolated event, no additional corrective actions were determined necessary.

Audit Finding Documented on Precursor Card 98-2590

This finding reported that some supervisors of personnel required to report to the Emergency Operations Facility (EOF) per 10 CFR 26.2 were not trained in Fitness-For-Duty (continued behavior observation) responsibilities per 10 CFR 26.22. The description of the problem recognized that neither the individuals themselves nor the supervisors of the individuals required to report to the EOF are badged for unescorted access to CR-3 and are not located at CR-3. This creates some difficulties in tracking expired training.

Corrective Action

All corporate supervisory personnel responsible for FFD observation of individuals required to report to the EOF have now been FFD trained. Additional actions were taken as part of the CR-3 Corrective Action Program to address more specific reviews by the Security organization of the status of non-badged corporate individuals required to report to the EOF.

SUMMARY LISTING OF EVENTS REPORTED

On January 28, 1998, FPC made a notification to the NRC under 10 CFR 26.73(a)(2)(ii) and (a)(2)(iv) that a "For Cause" alcohol test had been confirmed positive for a supervisory individual. The individual worked in the warehouse, and on at least one occasion was asked to fill-in as a supervisor. Two (2) alcohol breath tests were administered with positive results. A drug test was administered with negative results. The employee was initially denied access and later evaluated by the MRO prior to restoration of access.