



August 23, 1990 3F0890-15

U.S. Nuclear Regulatory Commission Attn: Document Control Desk Washington, D. C. 20555

Subject: Crystal River Unit 3 Docket Nc. 50-302 Operating License No. DPR-72 10 CFR Part 26, "Fitness-For-Duty" Program Performance Data (6 month Report)

Dear Sir:

Title 10, Code of Federal Regulations, Part 26, Section 71(d), requires licensees to submit within sixty (60) days after each six month period a report of Fitness-For-Duty program performance data.

Florida Power Corporation (FPC) hereby submits a compilation of Fitness-For-Duty (FFD) program performance data for the period of January through June, 1990.

Sincerely,

P. M./Beard, Jr.

Senior Vice President Nuclear Operations

PMB/GMF

P.C.

Attachment

xc: Regional Administrator, Region II Senior Resident Inspector



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## FLORIDA POWER CORPORATION DOCKET NO. 50-302

# FITNESS FOR DUTY PERFORMANCE DATA (6 MONTH REPORT)

The attached report contains the following information:

- 1. random testing rate;
- 2. drugs tested for and cutoff levels, including results of tests using lower cutoff levels and test for other drugs;
- workforce populations tested;
- 4. numbers of tests and results by population and type of test (i.e., prebadging, random, for-cause, etc.);
- 5. substances identified;

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- 6. summary of management actions; and
- 7. a list of events reported.

Florida Power Corporation's performance data forms are separated into 5 groups. The Groups are as follows:

- Group A indicates pre-access, for-cause and follow-up testing of FPC employees and for-cause and follow-up testing of contract personnel at a lower cutoff level than what is sp cified in Part 26.
- Group B represents a contractor with an approved FFD program, performing preaccess testing, using a different panel of drugs and different cutoff levels.
- Group C represents a contractor with an approved FFD program, performing preaccess testing, using different cutott levels for their panel of drugs.

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- Group D represents several contractors with approved FFD programs and other contractors using an approved outside service to perform pre-access testing using different cutoff levels
- Group E indicates random testing for all FPC employees an contract personnel with unescorted access and emergency Technical Support Center (TSC) and Emergency Operations Facility (EOF) access.



## FITNESS FOR DUTY PERFORMANCE DATA (10 CFR PART 26)

Docket No. 50-302

PERIOD: FROM 01/03/90 TO 06/30/90

### TEST RESULTS

GROUP A	CLASS OF	DRUGS AND	ALCOHOL C	UTOFF LI	EVELS USED
	SCREEN	CONFIRMATORY		INITIAL	CONFIRMATORY
Amphetamines	1000 ~u mi		Methaguaione	300 ng/mi	200 ng/mi
•Amphelamine		500 ng/mi	Opiates	300 mg - mg	A ALL ALL ALL ALL ALL ALL ALL ALL ALL A
•Methamphetamine		500 ng/mi	•Morphine		30
Barbiturates*	300 ngimi	200 ng/mi	+Codeine		300 ng/mi
Benzodiazepines <sup>o</sup>	300 ngimi	200 ng/m?	Phencycliding	25 ng/mi	25 ng/mi
Cocuine Metabolites	300 ng/mi	150 ng/mi <sup>1</sup>	Proposphene	300 ngimi	200 ng/mi
Marijuana Metaboliti	is 50 ngimi	15 ngimi <sup>2</sup>			Sector 1
Methadone	300 ng/mi	200 ng/mi	ALCOHOL 0.045	BAC	less and the fil

As Secobarb

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Benzoylecgonine Delta-9 tetrahydrocannabinol-9 carboxylic Acid 25 naimi it in oassay specific for free morphi

	LICENSEE	EMPLOYEES	CONTRACTOR ENPLOYEES		
CATEGORY	NO TESTED	NO POSITIVE	NG TESTED	NO POSITIVE	
Pre Acceso	770	9	N/A	N/A	
For GA. VA	1	0	1	1	
Following	0	0	Ō	0	
	Number Positive for Mani	uana at 60 ngmi	Estimated Number Positive	Marinuana en 100 agres	
Licenses Employees	7		2		
ContractoriEmployees	-	uena at 50 ngimi	Estimated Number Positive	t 1 Marsuanx at 100 ngim	

GROUPC	LASS OF	DRUGE AND	ALCOHOL C	UTOFF LE	EVELS USED
	INIT'AL SCREEN	CONFIRMATORY		INITIAL	CONFIRMATORY
Amphetamines	700 ng/mi	A CARLAN	Methaquaione	300 ng/mi	150 ng/mi
•Amphetamine	Red Con-	500 ng/mi	Opiates	300 ng/mi <sup>3</sup>	
+Methamphetamine		500 iig/mi	•Morphine		300 ngimi
Barbiturates <sup>4</sup> 300 ng/mi		100 ngimi	+Codeine		300 ng/mi
Benzodiazepines <sup>b</sup>	300 ng/mi	200 ngimi	Phencyclidine	25 ng/mi	25 ngimi
Cocarne Metabolit. 300 rigimi		150 ng/ml	Propozohene	300 ngimi	150 ngimi
Marijuana Metabolites	50 ng/mi	10 ngimi <sup>2</sup>		1	
Methadone	300 ng/mi	150 ng/mi	ALCOHOL 0.04	BAC	9-21-22

<sup>3</sup> As Secoberb <sup>3</sup> As Oxazepam

<sup>1</sup> Benzövlecgonine <sup>2</sup> Delta-9-tetrahydrocannabinol-9-carboxylic Acid <sup>3</sup> 25 ngimi if immunoassay specific for free morphine

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In the second second second	and the second se	CONTRACTO	CONTRACTOR SMPLOYEES		
CATERIORY	a state of a Think to the the same	NO TESTED	NO. POSTIVE		
	and the second s	~			
Pre-Ar 38		0	1 0		

GROUP B CLASS OF DRUGS AND ALCOHOL CUTOFF LEVELS USED					
	INITIAL SCREEN	CONFIRMATORY		INITIAL	CONFIRMATORY
Amphetamines	1000 ng/mi		Methaqualone		
Amphetamine	E. C.	500 ng/mi	Opiates	300 ng/m/3	
-Methamphetamine		500 ngimi	Morphic		300 ingimi
Barbiturates*			+Codeine		300 ngimi
Benzodiazepines <sup>b</sup>			Phencyclidine	25 ng/mi	25 ng/mi
Cocaine Metabolites	300 ng/mi	150 ng/mi	Propoxahene		
Marijuana Me. abolites	20 ng/mi	15 ng/mi <sup>2</sup>			
Methacione		March 199	ALCOHOL 0.041	BAC	

<sup>3</sup> As Secobarb <sup>5</sup> As Oxazepum

Benzoviecgonin

<sup>2</sup> Delta-9 tetrahydrocannabinol-9-carboxytic Acid <sup>3</sup> 25 ng/mi if immunoaasay specific for free morphine

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	Represent Condension	0.0034/900024532	CONTRACTOR EMPLOYEES		
CATEGORY	-		NO TESTED	NO POSTIVE	
		A CONTRACTOR OF A CONTRACTOR A	10/	0	

GROUP D CI	LASS OF	DRUGS AND	ALCOHOL C	UTOFF LE	EVELS USED
9	INITIAL	CONFIRMATORY		INITIAL	CONFIRMATORY
Amphetamines	1000 ngimi	The second second	Methaquaione		
Amphelamine		500 ng/mi	Opiates	300 ng/m/ <sup>3</sup>	
Methamphetamine		500 ng/mi	+Morphine		300 ng/mi
Barbiturates <sup>4</sup>			+Codeine		300 ngimi
Benzodiazepines®			Phencyclidine	25 ngimi	25 ng/mi
Cocaine Metabolites	300 ngimi	150 ng/mi <sup>1</sup>	Propoxphene		
Manjuana Metabolites	50 ng/mi	15 ng/m) <sup>2</sup>			
Methadone		NA CONTROLS	ALCOHOL 0.041	BAC	14 STATE

\* As Secobarb <sup>0</sup> As Oxazepam

Benzoviecgonine
Deita-B-tetrahydrocannabinol-9-carboxylic Acid
25 ng/mi <sup>21</sup> immunoaasay specific for free morphi

	V Shall a start of the start	CONTRACTOR EMPLOYEES		
CATEGORY	A COMPANY SALAR	NO TESTUD	NO POSTIVE	
Pre Access		1383	50	

NOTE: Groups A through D indicate testing at different cuto'f levels and/or testing for substances which exceed those required by 10CFR Part 26. Group E indicate random testing.



## FITNESS FOR DUTY PERFORMANCE DATA (10 CFR PART 26)

Docket No. 50-302

### PERIOD: FROM 01/03/90 TO 06/30/90

### TEST RESULTS (CONTINUED)

GROUPE	CLASS OF	DRUGS AND	ALCOHOL C	UTOFF LE	EVELS USED
	INITIAL	CONFIRMATORY		INITIAL	CONFIRMATORY
Amphetamines	1001 ng/m/		Opiates	300 ng/mis	P. C. C. S. S.
•Amphetamine	- Longe	500 ng/mi	•Morphine		300 ng/mi
•Methamphetam		500 rigimi	+Coderne		300 ngimi
Cocarne Metabolius	in ng/mi	150 ng/mi	Phenoyciidine	25 ng/mi	25 ngimi
Marijuana i terapolites 50 ng/mi		15 ngimi <sup>2</sup>	ALCOHOL 0.04% BAC		

	LICENSEE	EMPLOYEES	CONTRACTOR EMPLOYEES		
CATEGORY	NO TESTED	NO POSITIVE	NO. TESTED	NO. POSTIVE	
RANDOM	596	2	389	4	

Licenses Employers	Number Positive for Manjuana at 50 ngimi 1	Estimated Number Positive for Manualia at 100 npms
Contractor/Employees	Number Positive for Marijuana 51.50 ng/mi	Estimated Number Positive for Manuana at 100 rights

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Benzoylecg. ninu

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2 Delta-9-letrahydrocannabinol-9-carboxy'ic Acid moassay specific for trise morp

#### Composite Results (Groups A + B + C + D + E)

	LICENSEE EMPLO' EES		ICENSEE EMPLOYEES CONTRACTOR EMPLOYEES			AL
CATEGORIES	NO. TESTED	NC. POSITIVE	NO. TESTED	NO. POSITIVE	NO. TESIA	NO. POSITIVE
PREACCESS	770	9	1517	50	2287	59
RANDOM	596	2	389	4	985	6
FOR CAUSE	1	0	1	1	2	1
FOLLOW-UP	0	0	0	0	0	0

#### RANDOM TEST POOL

Average No. of Personnel W/Unescorted Access 1868

(Licensee \_ (Contractor 776

\*Average No. of Personnel W/O Unescorted Access \_\_\_\_6

Average Pool Total for reporting period \_\_1874\_

\*Those personnel required to report to TSC or EOF in accordance with emergency plans and procedures.

Random Test Rate =

**Total Tested** 52.6 Total in Pool

#### NUMBER CONFIRMED POSITIVE TESTS FOR SPECIFIC SUBSTANCES

0/0

	GROUPS					
CLASS OF CHEMICAL	A	B	С	<b>D</b>	E	TOTAL
Amphetamine						
Methamphetamine						
Barbiturates						
Benzodiazepines	1					1
Cocaine Metabolites ***				3		3
Marijuana Metabolites **	7			35	2	44
Methadone						
Methaqualone						
Morphine				11		11
Codeine						
Phencyclidine				1		1
Propoxyphene						
Alcohol	2				4	6

\*\*1 person tested positive for both drugs in Group D.

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### MANAGEMENT ACTIONS

### **Events Reported**

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- On April 19, 1990 FPC informed the NRC Operations Center that a supervisor assigned to perform duties within the scope of 10 CFR 26 had tested positive for alcohol.
- 2. By letter dated May 10, 1990, FPC submitted 3 reports of unsatisfactory blind performance testing incidents. The reports showed that one incident occurred in January 1990, and two occurred in March 1990. The results of 3 positive blind test samples (Samples <u>spiked</u> with drugs for which FPC is testing) were certified by the HHS laboratory to contain <u>no</u> drugs.

#### Program Weaknesses & Corrective Actions

During an NRC trial inspection, the NRC requested FPC to revisit its random testing program, specifically in the areas of backshift, holiday and weekend testing. FPC revised its FFD program to include backshift, holiday and weekend testing of employees.

### Summary (Other Actions)

Pre-Access (FPC):	All pre-access candidates with positive drug and alcohol screen were denied access. (Denied employment).
For Cause (FPC):	One employee tested for cause - drug and alcohol screen results were negative. The individual was interviewed by the MRO.

Page 3 of 5 Pages



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### FITNESS FOR DUTY PERFORMANCE DATA (10 CFR PART 26)

Docket No. 50-302

PERIOD: FROM 01/03/90 TO 06/30/90

Page 4 of 5

Pages

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### MANAGEMENT ACTIONS (CONTINUED)

For Cause (Contractor):

Contractor employee tested for cause and found to have positive alcohol screen. The following actions were taken:

- Access authorization immediately revoked.
- Contract employee interviewed by MRO. MRO determined the test result was valid.
- . Contract employee referred to (Contractor) management for referral to EAP.

Random Testing (FPC):

For Employees Testing Positive For Marijuana:

- Employee's access authorization immediately revoked (permanently).
- Employee interviewed by MRO. MRO determined test results valid.
- 3. Employment terminated.

For Employees Testing Positive for Alcohol:

- 1. Employee's access authorization immediately revoked.
- 2. Employee interviewed by MRO. Test result deemed valid.
- 3. Employee referred to EAP for evaluation.

Random Testing (Contractor):

For Contract Employees Testing Positive For Marijuana:

- Employee's access authorization immediately revoked (permanently).
- Employee refused to be interviewed by MRO. MRO determined test result valid.
- Employee removed from FPC property and referred to (Contractor) management.



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## FITNESS FOR DUTY PERFORMANCE DATA (10 CFR PART 26)

Docket No. 50-302

PERIOD: FROM 01,'03/90 TO 06/30/90

### MANAGEMENT ACTIONS (CONTINUED)

For Contract Employee Testing Positive For Alcohol:

- 1.
- Employee's access authorization immediately revoked. All employees interviewed by MRO. Test results deemed 2. valid.
- 3. All employees were referred to (contractor) management for referral to EAP.

Pre-Access (Contractor): Those persons testing positive were denied access.

NOTE: Contractors/Vendors perform their own pre-access drug and alcohol screening.