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SUBJECT: Forwards fitness for duty program performance data for  
          period Jan-June 1992, per 10CFR26.71(d).

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TITLE: "Semiannual Fitness for Duty Program Performance Rept/Data" 10CFR26.7

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Iowa Electric Light and Power Company

August 24, 1992  
DAEC-92-0284

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

Subject: Fitness for Duty  
File: A-202

Gentlemen:

In accordance with 10 CFR 26.71(d), Fitness for Duty Rule, Record Keeping Requirements, please find enclosed Iowa Electric Light & Power Company's report of program performance information for the Duane Arnold Energy Center during the six month period January 1 to June 30, 1992.

Enclosures include:

- \* Fitness for Duty Program Performance Data  
Personnel Subject to 10 CFR Part 26
- \* Breakdown of Confirmed Positive Tests  
for Specific Substances
- \* Summary Report

If you have any questions regarding this submittal please contact  
D. Engelhardt at (319)851-7280.

Sincerely,



David L. Wilson  
Plant Superintendent - Nuclear

Enclosures: As stated

  
DLW/MD/DE/bj

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Fitness for Duty Program  
Performance Data  
Personnel Subject to 10CFR26

IOWA ELECTRIC LIGHT & POWER COMPANY Company	JUNE 30, 1992 6 Months Ending
DUANE ARNOLD ENERGY CENTER Location	
DIANE ENGELHARDT Contact Name	(319) 851-7280 Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input checked="" type="checkbox"/> Appendix A to 10CFR26	
Marijuana 300/15	Amphetamines 1000/500 _____ /
Cocaine 300/300	Phencyclidine 25/25 _____ /
Opiates 300/300	Alcohol (% BAC) .04% _____ /

Testing Results		Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
		769		163		225	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		95	1	30	N/A	779	9
FOR CAUSE	Post accident	N/A	N/A	N/A	N/A	N/A	N/A
	Observed behavior	N/A	N/A	N/A	N/A	2	0
Random		525	1	72	0	155	1
Follow-up		29	0	N/A	N/A	51	0
Other		N/A	N/A	N/A	N/A	N/A	N/A
Total		649	2	102	0	987	10

Breakdown of Confirmed Positive Tests for Specific Substances

	Marijuana	Cocaine	Opiates	Amphetamine	Phencyclidine	Alcohol	Refusal to test	1	2	3	4	5	
Licensee Employees		1				1							
Long-Term Contractors													
Short-Term Contractors	7	1				2							A
Total	7	2				3							12

FITNESS FOR DUTY SUMMARY REPORT  
January 1, 1992 to June 30, 1992

**SYNOPSIS:**

During this reporting period, Iowa Electric Light & Power performed 1738 drug/alcohol tests, in accordance with 10 CFR Part 26. The breakdown of this testing is:

752 Random tests/2 Positive (1 THC, 1 Alcohol)  
904 Pre-Access Tests/10 Positive (6 THC, 2 Cocaine, 2 Alcohol)  
80 Follow-up tests/0 Positive  
2 For-cause tests (for observed behavior/0 Positives)

Iowa Electric Light & Power follows the DHHS/NRC guidelines for substances tested and specified cutoff levels.

**MANAGEMENT ACTIONS TAKEN:**

The random test which was positive for alcohol involved a non-supervisory utility employee. This individual's access was suspended, and the subject was removed from safety related activities until a review of the case was conducted and appropriate management action decided. The worker was given disciplinary leave of absence and referred to the EAP for assessment (required to attend substance abuse counseling), a full background investigation and psychological evaluation were conducted and the individual placed in a follow-up testing program after reinstatement of his unescorted access.

The random test which was positive for marijuana involved a short-term contract worker, whose access was revoked.

The positive pre-access tests involved one applicant for employment by the utility and nine short-term contract workers. Access and/or employment procedures were immediately terminated. One denial was appealed to the review board, which upheld the denial.

A licensed operator who had tested positive for cocaine during the previous reporting period had his access reinstated following EAP assessment, enrollment in substance abuse counseling, a full background investigation, and placement in a follow-up testing program. The worker has not resumed licensed duties.

**INITIATIVES TAKEN:**

An internal QA Audit of the FFD Program was conducted during this reporting period. Findings and observations identified during the audit have been addressed and corrected. FFD program procedure revisions have been initiated to update and upgrade FFD operations. A study has been initiated to review impact and implementation of possible changes in Part 26 on the FFD program at DAEC.

**LESSONS LEARNED:**

Analysis of the positive tests for the substances used confirms the predominance of THC and alcohol as the drug of choice for the substance abuser in this area, with cocaine not far behind. We have yet to see a confirmed positive test for any of the other DHHS/NRC specified drugs.

**EFFECTIVENESS EVALUATION:**

Iowa Electric Light & Power's Fitness for Duty Program is achieving its desired goal. The random testing rate for the first six months of 1992 was 63.35% of the total population. Positive random test results were .27%, down from .39% in the previous reporting period. The combined random and pre-access positive test rate was .72%.