



IES Utilities Inc.
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August 25, 1995
NG-95-2665

U.S. Nuclear Regulatory Commission
Attention: Document Control Desk
Mail Station P1-37
Washington, DC 20555-0001

Subject: Duane Arnold Energy Center
Docket No: 50-331
Operating License No: DPR-49
Fitness For Duty
File: A-108

Gentlemen:

In accordance with 10 CFR 26.71(d), Fitness for Duty Rule, Record Keeping Requirements, please find enclosed IES Utilities Inc. report of program performance information for the Duane Arnold Energy Center during the six month period January 1, 1995 to June 30, 1995.

Enclosures include:

- 1) Summary Report
- 2) Fitness for Duty Program Performance Data Personnel Subject to 10 CFR Part 26
- 3) Breakdown of Confirmed Positive Tests for Specific Substances

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

Sincerely,

Gary VanMiddlesworth
Plant Manager - Nuclear

Enclosures: As stated

GV/MD/DE/bj

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FITNESS FOR DUTY SUMMARY REPORT

JANUARY 1, 1995 TO JUNE 30, 1995

ATTACHMENT 1 TO NG-95-2665

SYNOPSIS:

During this reporting period, IES Utilities Inc./Duane Arnold Energy Center (DAEC) conducted 1021 drug/alcohol tests, in accordance with 10 CFR Part 26. The breakdown of this testing is:

Random:	269 /	1 Positive	(1 refusal) (inc. 5 retests - see below)
Pre-Access:	738 /	9 Positive	(1 alcohol; 8 THC) (inc. 15 retests - see below)
For Cause:	4 /	3 Positive	(3 alcohol)
Follow Up:	10 /	0 Positive	
Other:	0 /	0 Positive	
Total:	1021 /	13 Positive	

IES Utilities Inc. follows the DHHS/NRC guidelines for substances tested and specified cutoff levels for testing. Specimens provided by twenty (20) individuals were below the specific gravity or temperature cut-offs; new specimens were collected immediately. The original "suspect" specimen and second specimens were packaged and shipped separately.

MANAGEMENT ACTIONS TAKEN:

Most pre-access drug/alcohol testing for a refueling outage was included in this reporting period. There were 13 tests counted as positive: 7 short-term contractors and 1 long-term contractor tested positive for THC on pre-access tests; 1 short-term contractor tested positive for alcohol on a pre-access test; 3 short-term contractors tested positive for alcohol in for-cause testing based on (observation of behavior and/or odor of alcohol) and 1 long-term contractor refused to be tested. All positive pre-access tests resulted in denial of unescorted access. All positive for-cause tests resulted in revocation of unescorted access. Two of the three positive alcohol for-cause tests had been further confirmed by blood testing at the individual's request. One short-term contractor was given for-cause testing based on the odor of alcohol - unescorted access was reinstated following receipt of negative drug test results. In addition, unescorted access for one long-term contractor was revoked for refusal of test, based on failure to report for random testing after notification with no satisfactory explanation.

One utility employee was referred to the EAP following a reported arrest for second offense DWI. The EAP assessed the individual as chemically dependent. A treatment plan was developed, a follow-up testing program was initiated, and the employee returned to work. Another utility employee satisfactorily completed a three year follow-up testing program initiated after a positive drug test in 1991.

The Quality Assurance Department conducted an internal audit of the FFD Program, with no findings or significant observations.

EFFECTIVENESS EVALUATION:

Twenty-three percent of the average population was given random drug/alcohol tests during this period, with no positive results. The overall positive test rate for this period was higher than in the past, at a bit over 1.0 percent (this excludes the refusal to test). However, with one exception, all positive were short-term contractors supporting outage activities (again excluding the refusal). IES Utilities, Inc. is achieving its FFD Program goals.

LESSONS LEARNED:

The substances revealed in positive tests were THC or alcohol. This is in line with the long-term trend at DAEC. Results positive for cocaine are a very distant third and tests confirmed positive for the other substances are almost non-existent. IES Utilities Inc. has adopted extra measures to detect specimens that may be suspicious due to hydration or substitution. Electronic digital refractometers are used for precise specific gravity measurements at the collection site, and creatinine levels are measured by the testing laboratory. During this reporting period, twenty (20) individuals were required to immediately provide second specimens after temperature and/or specific gravity checks revealed that the first specimen provided fell below the specified range. Each specimen was packaged and shipped separately. Three were no positive test results in this group. IES Utilities does not believe that these individuals were trying to subvert the system, based on examination of each testing situation and establishing reasonable explanation for the measurements. The required retesting is higher than in the past but that is attributed to using more sensitive and precise instruments to check specific gravity.

FITNESS FOR DUTY PROGRAM
PERFORMANCE DATA
PERSONNEL SUBJECT TO 10 CFR 26

<u>IES UTILITIES INC.</u> Company	<u>June 30, 1995</u> 6 Months Ending
<u>DUANE ARNOLD ENERGY CENTER</u> Location	
<u>DIANE ENGELHARDT</u> Contact Name	<u>(319) 851-7280</u> Phone (include area code)
Cutoffs: Screen/Confirmation (ng/ml) <input type="checkbox"/> XX Appendix A to 10 CFR 26	
Marijuana 100/15	Amphetamines 1000/500 _____ /
Cocaine 300/150	Phencyclidine 25/25 _____ /
Opiates 300/300	Alcohol (% BAC) .04% _____ /

Testing Results	Licensee Employees		Long-Term Contractor Personnel		Short-Term Contractor Personnel	
	# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Average Number with Unescorted Access	771		132		245	
Pre-Access	73	0	12	1	638	8
Post accident	0	0	0	0	0	0
Observed behavior	0	0	0	0	4	3
Random	163	0	50	1	51	0
Follow-Up	10	0	0	0	0	0
Other	0	0	0	0	0	0
Total	246	0	62	2	693	11

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	0	0	0	0	0	0						A
Long-Term Contractors	1	0	0	0	0	0	1						
Short-Term Contractors	7	0	0	0	0	4	0						
Total	8	0	0	0	0	4	1						13