



**ALLIANT
UTILITIES**

IES Utilities

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IES Utilities Inc.
Corporate Headquarters
Alliant Tower
200 First Street SE
P.O. Box 351
Cedar Rapids, IA 52406-0351

Office: 319.398.4411
www.alliant-energy.com

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
Op. License No.: DPR-49
Semi-Annual Fitness for Duty
Performance Data

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 July 1, 1999 to December 31, 1999.

Enclosures include:

- * Summary Report
- * Fitness For Duty Program Performance Data
Personnel Subject to 10 CFR Part 26
- * 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,

Richard Anderson
Plant Manager-Nuclear

Enclosures: Attachment 1 - FFD Summary Report
Attachment 2 - FFD Program Performance Data
Attachment 3 - Breakdown of Confirmed Positives

K. Peveler
D. Wilson
G. VanMiddlesworth

B. Mozafari (NRC-NRR)
NRC Resident Inspector
J. Dyer (NRC Region III)

A021

FITNESS FOR DUTY SUMMARY REPORT
JULY 1, 1999 TO DECEMBER 31, 1999

SYNOPSIS:

During this reporting period, IES Utilities/Duane Arnold Energy Center (DAEC) conducted 813 drug/alcohol tests in accordance with 10 CFR Part 26. There was a refueling outage during this period, accounting for significantly higher than usual tests. The break down of this period's testing activity is:

Random	329	/	1	Positive
Pre-Access	478	/	3	Positive
For-Cause	6	/	2	Positive
Follow-Up	0	/	0	Positive
Other	0	/	0	Positive
Total	813	/	6	Positive

IES Utilities/DAEC follows the guidelines for substances and cut-off levels as provided in 10 CFR Part 26, Appendix A. The random testing rate for this period was 42.7% of the average population. Total random testing rate for all of 1999 was 58.3% of the average population.

There were seven instances of individuals submitting specimens for random testing that were determined at time of collection to be either low specific gravity (6) or low temperature (1). All of these individuals were recollected as soon as was possible under observed conditions. All specimens were packaged separately and sent to the reference lab for testing. None were determined as positive. There were four instances of short term contractors submitting pre-access specimens that were determined by the reference lab as untestable due to the presence of nitrates. Two short term contractors had positive THC pre-access tests. One short term contractor was pre-access positive for methamphetamine.

Three short term contractors were for cause tested based on the odor of alcohol, two of whom tested positive for alcohol. One long term contractor tested positive for THC on a random test. Three employees were for-cause tested, none of whom tested positive, however one did test "detectable" (.020-.039 range) for alcohol. Management actions are described below.

MANAGEMENT ACTIONS TAKEN:

The four instances of adulterated specimens were dealt with as if positive - all were denied access. The three short term contractors testing positive for drugs were also denied access. One positive for cause alcohol was still inprocessing and had not been granted access yet (but had done a negative pre-access test) - his access was denied. The second positive alcohol for-cause had been granted access - his access was revoked, after confirmation by blood. The long term contractor testing positive for THC had his access revoked, and was subsequently terminated by his employer. The employee with sub-positive alcohol was referred to the EAP for assessment and counseling, and his access was suspended pending the evaluation. His access was subsequently reinstated, and the individual was placed in a short term accelerated random testing program.

EFFECTIVENESS EVALUATION:

IES Utilities/DAEC continues to implement a Fitness for Duty Program that is effective in achieving the objectives of 10 CFR Part 26.

FITNESS FOR DUTY SUMMARY REPORT
JULY 1, 1999 TO DECEMBER 31, 1999

LESSONS LEARNED:

The value of testing for known adulterants as part of routine drug testing was made evident, with the detection of four confirmed adulterated drug testing specimens. The methamphetamine positive test was the first confirmed amphetamine positive that DAEC has experienced since 1988, despite the prevalence of methamphetamine production and use in the state of Iowa. Information regarding hemp seed oil ingestion was disseminated to the plant population and incorporated into FFD Training.

EVENTS REPORTED UNDER 26.73

A 24 hour reportable FFD event was made to the NRC on August 3, 1999 based on a positive random drug test result on a long term contract supervisor. This is referred to in Management Actions above.

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

<u>IES UTILITIES INC.</u> Company	<u>31-Dec-99</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 checked="" type="checkbox"/> 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	
		#	#	#	#	#	#
Average Number with Unescorted Access		563		83		124	
Categories		# Tested	# Positive	# Tested	# Positive	# Tested	# Positive
Pre-Access		10	0	19	0	449	3
For Cause	Post accident	0	0	0	0	0	0
	Observed behavior	3	0	0	0	3	2
Random		191	0	35	1	103	0
Follow-Up		0	0	0	0	0	0
Other		0	0	0	0	0	0
Total		204	0	54	1	555	5

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	0						
Short-Term Contractors	2	0	0	1	0	2	0						
Total	3	0	0	1	0	2	0						6