



**U.S. Department
of Transportation**

Office of the Secretary
of Transportation

GENERAL COUNSEL

1200 New Jersey Avenue, SE
Washington, DC 20590

AUG 27 2012

The Honorable Carolyn Lerner
Special Counsel
U.S. Office of Special Counsel
1730 M Street, NW, Suite 218
Washington, DC 20036

Re: OSC File No. DI-12-1960

Dear Ms. Lerner:

By letter dated April 25, 2012, you referred to the Secretary of Transportation for investigation disclosures from Mr. Sean Dunleavy, a Federal Aviation Administration (FAA) Air Traffic Controller (ATC) at the Westchester County Airport (HPN) Air Traffic Control Tower in White Plains, NY. The Secretary has delegated to me his authority as Agency Head to review, sign and submit to you the Report of Investigation (ROI) of this matter, as required by 5 U.S.C. 1213 (c) and (d).

In his disclosure, Mr. Dunleavy alleges that controllers routinely engage in conduct such as sleeping, texting, and using electronic devices in the HPN tower control cab, in violation of FAA orders and policies. He also contends that FAA officials failed to adequately address specific safety related incidents at the tower and that such inaction has compromised air traffic safety at the Westchester County Airport. The Secretary delegated this investigation to FAA's Office of Audit and Evaluation (AAE). Enclosed is the ROI, including a corrective action plan.

In summary, of the seven allegations detailed in the ROI, two were substantiated, one was partially substantiated, and four were not substantiated. The investigative team substantiated the allegation that controllers were using cell phones and personal electronic devices in the air traffic tower control cab. The team found, however, that the majority of electronic device usage by controllers occurred while they were on break in the tower cab which had become a de facto break room because of a lengthy elevator outage from March 2011 to April 2012. As a result of a major flood and significant repairs required to make the elevator operational, the team found that tower supervisors tacitly allowed the controllers to engage in activities in the tower cab, such as using electronic devices, which were normally conducted in the break room, located approximately ten flights below the tower cab.

Additionally, the investigative team substantiated the allegation that a controller failed to stay the required two minutes after a relief briefing. The team also partially substantiated the allegation that items had been left on Mr. Dunleavy's locker and in his headset "cubby" which he considered harassing and that threatening but non-specific posts were made on an internet web-board; however, the investigative team could not determine the identity of the individual(s) who made the posts or establish a specific threat to harm Mr. Dunleavy.

The investigative team did not substantiate the allegation that controllers slept in the tower cab, either on duty or on break in any location in the facility, including the tower cab or the facility's official break room, nor that management deliberately failed to provide assistance, and deliberately allowed staffing shortages on several occasions. The team also found no evidence that a Frontline Manager was grading papers in his office during a fatal accident on June 18, 2011, or that he altered records to show that he was present in the tower cab on that day.

The team further found no evidence that supervisory controllers attempted to disparage Mr. Dunleavy in front of a trainee in August 2011, or that controllers refused to work with Mr. Dunleavy as a result of digital video recordings he covertly recorded and provided to *Fox News*, which aired a story containing excerpts from the video recordings on February 23, 2012. The team found that Mr. Dunleavy was working an operational position while making 23 of the 35 covert video recordings, including six recordings in which he was either conducting training of a developmental controller, or was the Watch Supervisor/Controller in Charge. This was a clear violation of FAA policy.

In response to AAE's findings, the Air Traffic Organization (ATO) is working with FAA's Office of Chief Counsel to develop, propose, and implement administrative action pertaining to several management officials at HPN. The ATO has developed a plan for corrective actions to bring HPN back into compliance with FAA rules, procedures, and standards. Those responsible will be disciplined and all areas of non-compliance will be addressed. The corrective action plan is discussed in detail in the attached ROI.

The enclosed ROI contains the names of witnesses and is for your official use. I understand you will provide a copy of this report to the President and appropriate congressional oversight committees for their review and to Mr. Dunleavy for his review. Consistent with our past practice, my staff will forward to your office a second version of the ROI with witness names redacted to eliminate privacy protected information. I request that you make only the redacted version of the ROI available to the public.

I am grateful to Mr. Dunleavy for raising these concerns and appreciate the opportunity to review this important matter.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Robert S. Rivkin". The signature is fluid and cursive, with a long horizontal stroke at the end.

Robert S. Rivkin

Enclosures

**Federal Aviation Administration
Report of Investigation
To the Secretary of Transportation**

In response to:

U.S. Office of Special Counsel (OSC)

File DI-12-1960

**Director, Office of Audit and Evaluation (AAE-1)
Federal Aviation Administration
Washington, D.C.**

August 13, 2012

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¹ The OSC referral identifies the individual as [REDACTED], but her correct name is [REDACTED]. Throughout the report, we reference this person by the correct name.

Executive Summary

On May 7, 2012, the Federal Aviation Administration (FAA), Office of Audit and Evaluation (AAE) was directed by the Secretary of Transportation to investigate the Office of Special Counsel (OSC) whistleblower disclosure, OSC File No. DI-12-1960, dated April 25, 2012. AAE is an independent FAA organization with authority to conduct oversight of all FAA organizations and programs. This disclosure was submitted by Mr. Sean Dunleavy, who consented to the release of his name, and is an FAA Air Traffic Control Specialist (ATCS) at the Westchester County Airport Air Traffic Control Tower, (HPN), White Plains, NY.

Mr. Dunleavy made numerous allegations concerning the management and operation of HPN. Specifically, Mr. Dunleavy alleged that controllers routinely engage in conduct such as sleeping, texting, and using electronic devices in the HPN tower cab, in violation of FAA orders and policies. He further asserts that specific safety incidents which occurred from May 2011 to March 2012 resulted in insufficient or nonexistent action by FAA officials. He further asserts that HPN supervisors and management were aware of these violations and performance deficiencies, but have failed to address, and often condone, the controllers' conduct. He contends that the controllers' actions and management's indifference to, and tolerance of these actions have compromised air traffic safety.

Mr. Dunleavy provided video recordings to a New York television station (*Fox 5 News*) which he asserts showed controllers sleeping, texting, reading and using personal electronic devices such as laptops while on position controlling aircraft. Excerpts from the video recordings, aired by *Fox 5 News* on February 23, 2012, precipitated an immediate review of operations by FAA Air Traffic Organization (ATO) officials (from February 25 to 26, 2012). Additionally, during February, March, and July 2012, personnel from FAA Security and Hazardous Materials Safety (ASH) investigated the content of the recordings shown on *Fox News*, which included conducting interviews and taking sworn statements from 22 controllers and supervisors, including Mr. Dunleavy and the HPN Acting Air Traffic Manager.

After receiving the April 25, 2012, OSC referral from the Secretary of Transportation, AAE and safety specialists from the ATO Office of Safety and Technical Training, Event Response Group, conducted an independent and in-depth analyses of the specific safety allegations. The team conducted a detailed investigation at HPN on May 21-23, 2012, and May 30 – June 1, 2012. Investigators interviewed Mr. Dunleavy, supervisors and controllers at HPN, a former HPN Air Traffic Manager now an Acting Support Manager at LaGuardia Tower, and a former HPN controller now located at Boston ATCT. In addition, the team spoke with personnel from the Eastern Service Area who are physically located in Burlington, MA; and at the Eastern Region District Office in Jamaica, NY.

Investigators reviewed facility documentation and conducted 56 interviews, which included the Acting HPN Air Traffic Manager, 3 HPN FLMs, numerous HPN controllers, a union official from HPN, a mechanical engineer who worked on the repairs at HPN, and the SSC Manager for Eastern Technical Operations in Newburgh, NY. Some individuals participated in more than one interview. Below is a summary of the findings of this investigation:

- We substantiated the allegation concerning use of cell phones and personal electronic devices such as smart phones, laptops computers, and Kindles in the tower cab both while controllers were on position or on break. However, we found the majority of electronic device usage by controllers occurred while they were on break in the tower cab, because of a flood in the elevator shaft, resulting in complete failure of the elevator, and a lengthy outage for repair (March 2011-April 2012). As a result, the tower cab became a defacto break room, in which the supervisors allowed the controllers to engage in activities normally conducted in the downstairs break room, such as using electronic devices, albeit with tacit approval. *(See Allegation 1 for further details.)*
- We did not substantiate the allegation that controllers slept in the tower cab either on duty or on break in any location in the facility, including the tower cab or the facility's official break room. *(See Allegation 1 for further details.)*
- We found, in violation of FAA policy, Mr. Dunleavy used a digital video recording device to covertly record his coworkers in the tower cab on multiple occasions. Additionally, Mr. Dunleavy was working an operational position in 23 video recordings, including 6 recordings in which he was either conducting training of a developmental controller, or was the Watch Supervisor/Controller in Charge. *(See Allegation 1 for further details.)*
- We substantiated the allegation that a television was kept in the tower cab and the allegation that the television was on, and watched by controllers, in particular during Super Bowl Sunday, February 5, 2012. *(See Allegation 1 for further details.)*
- We did not substantiate the allegation that staffing was deliberately scheduled short on May 8, 2011, or that management refused to remedy the staffing situation when it was brought to their attention. *(See Allegation 2 for further details.)*
- We did not substantiate the allegation that HPN management deliberately refused to come to the tower cab to provide assistance during busy operations on July 5, 2011. *(See Allegation 3 for further details.)*
- We did not substantiate the allegation that controller in charge [REDACTED] refused to provide Mr. Dunleavy with additional spacing per his request on August 7, 2011 in order to embarrass or discredit Mr. Dunleavy. *(See Allegation 4 for further details.)*
- We substantiated the allegation that a controller failed to stay for the required two minutes during a position relief briefing with Mr. Dunleavy on March 19, 2012. As a result of the incident, management issued an on the spot correction to the controller who failed to stay the full two minutes. *(See Allegation 5 for further details.)*
- We did not substantiate the allegation that controllers refuse to work with Mr. Dunleavy as a result of the *Fox News* video, or that safety is compromised because controllers fail to interact with Mr. Dunleavy. *(See Allegation 6 for further details.)*

- We partially substantiated Mr. Dunleavy’s allegations that items have been left on his locker and in his headset “cubby” which he believes constitute harassment. However, we found no specific evidence as to which individual might have placed the objects in Mr. Dunleavy’s cubby or on his locker. Moreover, we determined that the majority of the items were already in the facility, and were apparently moved by unknown individual(s) from their location to Mr. Dunleavy’s cubby and locker. *(See Allegation 6 for further details)*
- We found no evidence that such items constituted or conveyed a specific threat to Mr. Dunleavy’s personal safety; however, we are aware that he believed the items were intended to convey a threat. For instance, while no message was left on a Boston Red Sox 2012 schedule, Mr. Dunleavy believed this magnetic schedule of home games was intended as a message to “get out of town.” *(See Allegation 6 for further details.)*
- We substantiated the allegation that threatening posts were placed on the website www.stuckmic.com; however, we were unable to determine whether the posts were placed by individuals at HPN or other FAA facilities. *(See Allegation 6 for further details.)*
- We did not substantiate the allegation that Frontline Manager (FLM) [REDACTED] was grading college papers downstairs in the office or that he falsified a facility log to show him present in the tower cab after a fatal accident occurred on June 18, 2011. This allegation was made by Mr. Dunleavy to us subsequent to the OSC referral. *(See Allegation 7 for further details.)*
- Culture – we found that prior to this OSC disclosure, the facility has undergone 18 investigations/inquiries regarding various matters since 2008, half of which were complaints filed by one individual. While we did not evaluate the sufficiency of the prior investigations, the reports determined nearly all allegations were not substantiated by the investigative officials.
 - Many controllers interviewed stated they are afraid to engage in normal social activity for fear they will be named in a future complaint. It was described as “feeling like we walk on eggshells all day.” Several individuals expressed concern that this fear had become a workplace distraction.
 - Other controllers told us that two of the FLMs played favorites related to leave and scheduling, creating an unfair workplace. The perception that the facility is not fair in handling personnel matters has disintegrated the working relationship between individuals assigned to each of the three crews, including the ability of individuals on one crew to exchange days off with individuals in other crews.

Methodology of Investigation

With substantial assistance from the FAA Air Traffic Organization (ATO), Office of Safety and Technical Training and previous investigative evidence and reports from FAA Security and Hazardous Materials Safety (ASH), AAE investigated the allegations referred from OSC during May and June 2012.

The field investigators were:

Todd Luepker, Event Investigation Manager, Compliance Service Group, ATO Safety and Technical Training, FAA HQ

Erika Vincent, Senior Technical Advisor, AAE, FAA HQ

Mike Zagariello, Special Agent – ASH, Eastern Regional Office, Jamaica, NY

Victoria Fuentes, Special Agent, ASH, Eastern Regional Office, Jamaica, NY

James Eagan, Special Agent, ASH, Eastern Regional Office, Jamaica, NY

Yvette Ellison, Special Agent, Eastern Regional Office, Jamaica, NY

Rich King, Program Manager, Office of Security Information Resource Management Division, Washington, DC

The investigators conducted 48² face-to-face interviews between February and July 2012. The complainant was interviewed three times, once in March (by ASH), and twice in May 2012. Others interviewed included [REDACTED], the previous Air Traffic Manager (ATM), [REDACTED], the Acting ATM, HPN Frontline Managers (FLMs) [REDACTED], [REDACTED] and [REDACTED], numerous developmental and certified professional controllers (CPCs), and the HPN National Air Traffic Control Association (NATCA)³ facility representative. Four telephone interviews were conducted: the mechanical engineer who worked on HPN maintenance matters including the elevator, the Eastern Service Area Contracting Officer who worked on awarding the elevator repair contract, the lead Help Desk Specialist for ATO Information Technology Services, and a Special Agent with Federal Protective Service (FPS), Department of Homeland Security, who spoke with Mr. Dunleavy regarding his concerns for his personal safety. (See Appendix A for a complete interview/conversation list).

Other documentation reviewed included:

² The HPN FLMs and some controllers were interviewed multiple times between February and July 2012.

³ NATCA is the authorized collective bargaining unit representing air traffic controllers.

Shift Details from CRU-ART⁴ for the dates May 8, 2011, June 18, 2011, July 5, 2011, July 29, 2011, August 7, 2011, and March 19, 2012 (Appendix B);

Historical weather records⁵ for the dates May 8, 2011, July 29, 2011, and August 7, 2011 (Appendix C);

Training records pertaining to then-developmental controller Dan Lyons as documented on FAA Form 3120-25 titled ATCT/ARTCC OJT Instruction/Evaluation Report. (Appendix D);

Time and Attendance Records from CRU-X⁶ reflecting the identity of CIC and OJTI positions at HPN for mid-July 2011 to mid-August 2011 (Appendix E);

- Air Traffic Activity Counts (ATADS)
- Tower Daily Instrument Operations (-26) Counts
- 23 Reports of Investigation (ROIs) from ASH
- Audio recordings of Ground Control Position Relief Briefing on March 19, 2012
- An ATO report titled, *Informal ATO Review at Westchester ATCT, White Plains, NY February 24-26, 2012*
- 35 video recordings provided by *Fox News*
- 5 .jpg photos provided by *Fox News*
- CRU-ART data for the dates November 8, 2011, December 9, 2011, January 16-19, 2012, January 25-27, 2012, and January 30, 2012.

Allegations and Findings⁷

⁴ CRU-ART is a module within the CRU-X time and attendance and labor distribution reporting system. CRU-ART provides shift specific information including the identity, position, and time worked for all controllers on each position at any given facility.

⁵ Source: www.wunderground.com/history/airport/KHPN/2011/7/29/DailyHistory.html?req_ci, last accessed May 22, 2012, and a certified blue ribbon packet from the National Weather Service.

⁶ The CRU-X LDR Statistical Data (LDRSD) tool is a real-time, web-based application that allows users to identify time and attendance (T&A) and Labor Distribution Reporting (LDR) data that has been received by, and sent from, the Secure Integrated Interface Server (SIIS) to CASTLE. CASTLE is the database maintaining T&A and LDR for all agency employees except those in ATO.

⁷ In this section, findings are presented along with the specific violations of rules, policies, or procedures documented by the investigation.

Allegation #1: Controllers at Westchester County Airport Air Traffic Control Tower (ATCT) frequently fell asleep or were distracted by personal electronics, personal reading materials, or watching television while on position. Westchester management is aware of these violations and performance deficiencies, but has failed to address, and often condones, the controllers conduct. The controller's actions, and management's indifference to and/or tolerance of these actions, have compromised air traffic safety.

Complainant Interview: Mr. Dunleavy stated that the controllers' conduct was universally tolerated by the FLMs and that the FLMs also engaged in the use of electronic devices and personal cell phone calls and texting in the tower cab. He added that Acting Air Traffic Manager (AATM), [REDACTED] would not have known of this conduct, as it would have been up to the FLMs to bring it to his attention.

Mr. Dunleavy indicated that the OSC letter was incorrect; he did not approach *Fox News* with the video recordings in fall 2011. He stated that he purchased a wrist watch video camera and recorded controllers sleeping, reading and texting on position from the end of October or early November 2011 until mid-January 2012. He then approached *Fox News* with the digital video recordings. He said he went to the media with his video recordings because he believed FAA management had failed to act regarding prior safety disclosures.

Findings: This allegation was partially substantiated.

Background – Elevator Outage

From the period March 2011 to April 2012, Westchester ATCT's elevator was out of service, resulting in controllers using the tower cab as a defacto break room; eliminating the necessity of climbing the 120 stairs (approximately 10 flights) from the tower cab to the facility break room multiple times throughout their shift.

Specifically, on March 7, 2011, a major flood event occurred at HPN ATCT. The elevator shaft flooded at such a high rate, it exceeded the ability of the sump pump to remove the water. Water continued to rise until it covered the electrical panel for the elevator, causing electrical outages and the complete failure of the elevator. At its peak, water stood at 5 feet deep throughout the stairwell and electrical panel and controls for the elevator. From March 7, 2011 through May 2011, flooding continued on multiple occasions while FAA technical and engineering personnel attempted to stop the flooding and repair the structural leaks allowing water to enter the elevator shaft.

An emergency contract to repair the leaks was awarded May 4, 2011, and by early June 2011, repairs of the leaks were initiated. However, prior to repairing the leaks, it was determined that removal of asbestos floor tile and abatement of friable asbestos in the mechanical area of the elevator needed to occur. After a four week delay, while an asbestos abatement permit was obtained, the work was performed and the facility successfully passed the air quality testing for airborne, asbestos, particulate matter. Once the air quality was found to have acceptable levels of particulate matter (as defined by the Occupational Safety and Health Administration [OSHA]), contractors dug up the floor and began to repair the leak.

The leak repair was completed in July 2011, and a new concrete floor was poured in August 2011. The floor work required 21 days to set the concrete and allow it to cure. During this time, no additional repairs could be performed. Funds for the elevator repair were set aside, and on September 26, 2011, a contract for \$207,000 was awarded to repair the elevator. The contractor determined that the elevator in the facility was so old that custom parts would need to be made. Due to contract award requirements, contractor delays in obtaining custom fabricated parts, and installation of new components (which included modifying HPN elevator shaft space to fit the new components into the existing space), the elevator was not fully repaired and operational until April 11, 2012.

Use of the tower cab as a break room

The tower cab at HPN is approximately 120 steps from the ground. Our investigation determined that prior to the elevator outage, and in particular, after the outage, controllers would take their breaks inside the tower cab. After the elevator broke in March 2011, the AATM and the NATCA facility representative told us they agreed verbally that controllers would be allowed to take their breaks in the back of the tower cab. While we found no evidence, such as emails, notices, signs, memorandums of understanding (MOU), NATCA minutes, notes, crew briefings or any other written evidence authorizing controllers to use the back of the tower cab as a break area; there is no specific prohibition against an employee taking a break in the tower cab. The prohibition pertains to the use of electronic devices, or in engaging in activities which would be distracting to operational controllers.

Over half of the controllers interviewed stated it was their understanding that the back of the tower cab was their break room, however, others stated they took their break wherever they were sitting or in an empty chair away from operations, indicating that their only understanding was that their breaks could not disrupt operations.

The tower cab was clearly set up to accommodate employees taking breaks, containing a coffee maker, a small sink, a toaster oven and microwave. We have been told that a small reading library of books and magazines, and a television were kept in the tower cab; however, we found no evidence that such items were in the tower cab after the *Fox News* story aired on February 23, 2012. In particular, we specifically observed the television identified by controllers as having been kept in the tower cab was no longer upstairs. Instead, it had been moved to the downstairs employee break room and was not currently in use.

Use of electronic items in the tower cab (Phones, laptops, Kindles)

ASH investigators reported that 17 of the 18 HPN controllers they interviewed admitted to using cell phones to text, watch movies, or reading personal materials while on break in the tower cab. Two controllers (ATCS [REDACTED] and CPC [REDACTED]) admitted to texting and using their cell phones on position. All 18 controllers said that a television was kept in the tower cab, and 7 controllers admitted to watching this television on break in the tower cab. Two controllers said the television was out and turned on during Super Bowl Sunday on February 5, 2012. Both denied watching the television on position, and the evidence suggests the television was facing the back of the tower cab (break area), not the operations area. FLM [REDACTED] stated he discovered the television out and on during the game. He said he immediately had the television turned off and removed from the

tower cab. All 3 FLMS stated they had seen the television in the tower at one point, but all denied knowledge that the television was kept in the tower, or that controllers watched it.

The evidence suggests that the use of electronic devices evolved from a “don’t ask, don’t tell” policy – the supervisors did not tell controllers that such actions were not allowed on break, and the controllers did not ask. They assumed that because the supervisors did nothing to correct the activity while a controller was on break, that such activity was allowed. We found that AATM ██████ visited the tower cab once daily prior to the *Fox News* story, and as a courtesy, he always called the FLM or CIC before he came up to the tower cab. He stated he did not make changes or relax policy on using personal electronic devices while on position or on break in the tower cab; however, he was not present in the tower cab for the majority of the operational day to correct such actions when they occurred.

Moreover, the investigation revealed no evidence to suggest that HPN personnel were unaware of FAA policy on the prohibition of personal electronic devices in the tower cab. Overwhelmingly, the findings of this investigation confirmed that it was common knowledge that HPN was not in compliance until approximately five months ago.⁸

FLM ██████ issued a Read and Initial (R&I) Memorandum item on June 6, 2011, which specifically states, “Any distraction in the tower cab environment should be eliminated. The use of all cell phones in the tower is prohibited. Using the internet for non-work related items (whether an FAA computer or otherwise) is prohibited. The use of computers while on break should not distract nor interfere with work related duties in the tower cab.” (Appendix F)

Despite this guidance, we found little evidence that supervisors enforced the R&I beyond on the spot corrections, from the date of its publication in June 2011, until the media disclosure in February 2012; or that controllers complied with the content in regards to cell phone use. CPC ██████ stated that FLM ██████ would not tolerate the use of phones in the tower cab, and that she “gets a lot of flak” from controllers for enforcing the rules regarding the use of cell phones. ATCS ██████ confirmed that ██████ has instructed him to put his cell phone away. Other than these two anecdotes, we were unable to find additional evidence that supervisors took steps to enforce the rules regarding the use of electronic devices.

After the *Fox News* story, AATM ██████ issued a February 25, 2012, memorandum reinforcing professional work standards, which included the prohibition of cell phone use on the operational floor (phones must be in the off position), and that all electronic devices must be in the off position while in the tower cab. (Appendix G)

As soon as the report aired on *Fox News* in February 2012, the FAA repeatedly requested access to the unedited video evidence so that a thorough investigation could be conducted, but these requests were refused by both *Fox News* and Mr. Dunleavy, who told investigators *Fox News* had the only copy of the video recordings. However, on June 25, 2012, Mr. Dunleavy provided copies to AAE of 35 digital video recordings and 5 photographs which he obtained from *Fox News*. Some of these video recordings included original footage, while other recordings were edited and not original (e.g., splices of one frame or one video recording were copied or inserted into another recording.)

⁸ It should be noted that as of the date this ROI is written, it has been approximately 5 months, since the complainant’s allegations of widespread use of personal electronic devices in the tower was widely reported in New York and national media.

Our analysis of the video recordings determined that specific controllers were using cell phones in the tower both on position and on break. From the recordings, we specifically determined that controllers ██████████, ██████████ and ██████████ were entering text or typing on cell phones while on break. Additionally, a video recording shows controller ██████████ texting on position, an activity he admitted to doing in his sworn statement to ASH. CPC ██████████ is shown texting on position and reading a book on position. In his statement to ASH on February 28, 2012, CPC ██████████ maintained that the book was related to aviation, and that he only texted on break. CPC ██████████ stated he too texted only on break, and we were unable to conclude that the video recording of him texting actually occurred while he was on position. Specifically, we could not determine the date and time of the video recording, and were therefore unable to determine whether CPC ██████████ was on break.

Additionally, while one video recording shows an individual using a laptop computer, we could neither determine the date of the recording, nor could we determine whether the individual was on position or on break. Mr. Dunleavy alleged that the individual is CPC ██████████; however, we could not positively identify the individual as such.

In addition to the video recordings, when interviewed, nearly all 22 HPN controllers admitted to texting on break in the tower cab, stating they were allowed by the FLMs to do so. Further, ATCS ██████████ admitted to ASH that he has texted on position as well as on break; although no specific details were available. Finally, FLM ██████████ reported that he had counseled developmental controller ██████████ to put her Kindle away once when he saw her remove it from her purse. Thus, this allegation was partially substantiated, given the preponderance of the evidence that such non-compliance was common among controllers during the period of time prior to Mr. Dunleavy's disclosure to *Fox News* on February 23, 2012.

Sleeping on position or break in the tower cab

Mr. Dunleavy and ██████████ both said they witnessed individuals sleeping in the HPN tower on position; however, neither could provide specific dates or times. Mr. Dunleavy said his evidence was contained on the video recordings which he provided to *Fox News*. ██████████ said he had no evidence. Additionally, ██████████ left HPN in early December 2011 for a new position in Boston. He stated he had no knowledge related to Mr. Dunleavy's video recording of individuals at HPN.

Both Mr. Dunleavy and ██████████ acknowledged that they did not report any concerns regarding controllers sleeping in the tower cab to FAA management. Mr. Dunleavy stated that the supervisors were aware of the controllers' activities, including sleeping, and that they failed to act. ██████████ stated that controllers would not have been sleeping if a supervisor was present.

In sworn statements to ASH, controllers identified in the *Fox News* video recordings stated that they were either caught in a blink, had their eyes momentarily closed while on break, or were listening to air traffic activity with their head down to allow for focus and concentration.

Using software enhancement tools such as "Camtasia," the AAE investigative team was able to extract the following evidence from the video recordings and photographs:

- The video recordings and photographs were taken using at least two different recording devices: a recording device identified by Mr. Dunleavy as a wristwatch camera, and an iPhone 4S.
- 31 of the 35 video recordings and 3 of the 5 photographs were taken on the dates November 8, 2011⁹, December 9, 2011, and January 16, 17, 18, 19, 26, 27 and 30, 2012.
- We were unable to determine the dates of 4 of the 35 video recordings and 2 of the photographs.
- In addition to video recording, the file titled [REDACTED] **sleeping.mov** contains an audio recording of a voice transmission from an unknown controller to an unknown pilot.
- 23 of the 35 video recordings were recorded during times that Mr. Dunleavy was plugged in and working an operational position, including 2 which were recorded while he was working as the Watch Supervisor/Controller in Charge, and 4 in which he was providing training to a developmental controller. *[Note: Mr. Dunleavy told us that he alone made all the digital video recordings, even though his back is visible in one of the recordings. He said that no other controllers were aware of his activities, and that he always recorded while he was on break.]*

Based upon analyses of the video recordings for the demonstration of a controller exhibiting a sleep-like state, we determined that the five video recordings purporting to show controllers sleeping do not substantiate instances of controllers sleeping on duty.

AAE determined that some of the controllers in some of the videos appear to demonstrate some of the physical symptoms of fatigue (e.g., heavy eyelids, head drooping, lack of energy, slow reaction time)¹⁰, based upon their body movements, although the evidence did not support the conclusion that they were in a sleep-like state. Specifically, CPC [REDACTED] is seen talking with his eyes closed, CPC [REDACTED] is reading, blinking and moving. CPC [REDACTED], developmental controller [REDACTED] and CPC [REDACTED] are all seen moving in the video recordings. Additionally, [REDACTED] was on break at the time he was recorded. [REDACTED], a developmental trainee, was in a nonoperational training status at the time. He is seated in the back of the tower cab. He told ASH investigators that he puts his head down to listen to air traffic when he is not training on operations. We found no evidence on the video recording to suggest otherwise.

Additionally, we determined that the video recordings which were shot at HPN were a violation of FAA policy related to the use of electronic devices on the operational floor. We found that Mr. Dunleavy violated this policy while recording his coworkers on multiple occasions. Moreover, a coworker (thought to be [REDACTED] based on CRU ART records) also appears to have violated FAA policy by video recording a coworker (CPC [REDACTED]) on November 8, 2011, while he was working and training on the ground control position. (Appendix H)

⁹ Mr. Dunleavy was on annual leave on November 8, 2011.

¹⁰ Fatigue Education Programs, Fatigue Survival Toolbox, “How to Know When You Are Fatigued,” <https://hfskyway.faa.gov/HFSkyway/FatigueEducation.aspx#EM>

FAA Rule or Policy Non-Compliance References:

*ATO Memorandum, Dec. 16, 2006, Richard L. Day.*¹¹ Cellular telephones can cause audio rectification interference to air traffic controller headsets. This harmful interference has the possibility of seriously degrading, obstructing, or interrupting with radio frequency transmissions. Due to safety implications related to this issue, effective immediately, cellular phones shall be powered off in all operational areas, at any facility where ground-to-ground or ground-to-air communication is conducted. Union negotiations are not required.

FAA/NATCA Contract Article 4, Section 9 Radios, television sets, appropriate magazines/publications, pagers/cell phones, and electronic devices will be permitted in designated non-work areas at all facilities for use at non-work times. Pagers/cell phones will be permitted in operational areas but shall be set in the “off” position due to possible interference with National Airspace System (NAS) communications equipment. The operation of weather radios shall be permitted in operational areas.

FAA Order JO 7210.3X *Facility Operations and Administration*, Paragraph 2-6-6 RELIEF PERIODS Paragraph c (February 9, 2012), Personnel performing watch supervision duties must not condone or permit individuals to sleep during any period duties are assigned. Any such instance must be handled in accordance with applicable Agency policy and the applicable collective bargaining agreement.

Memorandum of Understanding (MOU) between FAA and NATCA, addressing the Article 55 workgroup recommendations developed in accordance with Article 55 of the Parties 2009 Collective Bargaining Agreement (CBA):

Section 2: The Parties recognize that air traffic controllers should have break periods away from their assigned duties during their shifts, based on staffing and workload, to recuperate. These break periods offer employees opportunities to attend to personal needs, rejuvenate their mental acuity, et cetera.

Section 8. All operational personnel are obligated by their significant safety duties and professional responsibilities to prepare for duties with consideration for being well-rested and mentally alert. It is the employees’ responsibility to recognize and report to their supervisor when they are unable to perform operational duties due to fatigue. Upon request, employees that self-declare as unable to perform operational duties due to fatigue will be granted leave in accordance with the leave provisions contained within the 2009 CBA. Additionally, at his/her request, an employee that self-declares as fatigued, shall be assigned other facility duties, to the extent such duties are available. If no such duties are available, the employee will be granted leave as described above.

Addendum to the Fatigue Mitigation Implementation Plan MOU dated July 1, 2011, signed August 8, 2011, signed by Rick Ducharme, Deputy Chief Operating Officer, and Trish Gilbert, NATCA Executive Vice President.

Q3. Are employees permitted to rest in the facility when no duties are assigned?

¹¹ Mr. Day was Senior Vice President of Operations of the ATO when the subject policy memo was written.

A3. Yes. Employees are permitted to rest when no duties are assigned; however, they are still subject to recall.

FAA Order 7210.3X *Facility Operations and Administration*, Paragraph 2-6-1. WATCH SUPERVISION, paragraph a:

a. Watch supervision requires maintaining situational awareness (defined below) of traffic activity and operational conditions in order to provide timely assistance to specialists and ensure available resources are deployed for optimal efficiency. Watch supervision may be performed by a manager, supervisor, or controller-in-charge (CIC). The objectives and tasks of watch supervision must be specified in a facility directive, which is focused on operational requirements. The directive must specify, as a minimum, the required tasks for maintaining a safe and efficient operation. These tasks must include, but are not limited to:

1. The requirement to provide guidance and goals for the shift.
2. Monitoring/managing traffic volume/flow.
3. Position assignments.
4. Position relief.
5. Training Assignments.
6. Processing leave requests (e.g., leave approval)
7. Configuring/monitoring/reporting equipment status.
8. Data collection and reporting.
9. Monitoring presidential aircraft and reporting security requirements.
10. Situational awareness is defined as a continuous extraction of environmental information, integration of this information with previous knowledge to form a coherent mental picture, and the use of that picture in directing further perception and anticipating future events. Simply put, situational awareness means knowing what is going on around you.
11. Management of the operational environment with a goal toward eliminating distractions.

FAA Order HPN 7110.49G *HPN Standard Operating Procedures*, 2-1-3 Controller in Charge
CIC is an assignment of work and employee shall perform the duties in accordance with the following: "...d. Eliminate distractions in the operations area. Examples of distractions are:
1) Loud conversations; 2) Large groups of visitors. Visits should not exceed 15 minutes.
3) Non-operational activities."

Human Resource Policy Manual (HRPM) Volume 4, *Employee Relations ER-4.1*

11. Recording or Monitoring of Telephone Calls or Covert Recording, Video Taping or Monitoring of Conversations, Meetings, etc.:
 - a. Telephone eavesdropping is prohibited. Advance notice must be given whenever another individual is placed on the line for any purpose whatsoever. An advance verbal warning must be given when an automatic recording device or a speaker telephone is used. The use of recording devices, portable or otherwise, on telephones shall be for official purposes and generally limited to areas involving air safety. FAA employees, in the conduct of their official duties, may not use, aid in the use of, or ignore the improper use of, secret recording,

videotaping, or monitoring equipment of any kind. Conversations shall be recorded for official purposes only, and only with the knowledge and consent of all those being recorded.

- c. Covert/secret taping, either audio or video, of any conversation or meeting occurring at the workplace or conversation or meetings off-site that deal with workplace issues and matters of official concern are prohibited. Examples of such meetings are promotion interviews, EEO meetings with a counselor or investigator, meetings between a manager and a subordinate, etc. This prohibition applies regardless of any State law which may permit covert/secret tape recording.
- e. In accordance with FAA Order 1600.69(series), Facility Security Management Program, Chapter 3, photography will not be permitted on or within an FAA facility. The Facility Manager must coordinate with the Regional Servicing Security Element (SSE) prior to allowing permission of any photography at an FAA facility.

Allegation #2: On May 8, 2011 (Mother's Day), Mr. Dunleavy was required to work seven and a half hours without relief, because management failed to schedule sufficient staffing or overtime, despite knowing that Mother's Day would be an extremely busy day.

Complainant Interview: Mr. Dunleavy stated he was scheduled to work on May 8, 2011, with only one other full-performance controller (CPC [REDACTED]), and a then-developmental controller ([REDACTED]). He added that management was aware the tower would be short-staffed that day – Mother's Day, and that they should have scheduled overtime as Mother's Day is traditionally a busy traffic day. If a controller could not be found to work overtime, then a supervisor should have come in to provide assistance.

Mr. Dunleavy told us that on May 7, 2011, the Controller-in-Charge (CIC), [REDACTED], deliberately failed to schedule an additional person for overtime when she was made aware the shift for the next day would be short. He told us that [REDACTED] should have pulled someone off the night schedule to work, but she deliberately failed to do so because she did not like Mr. Dunleavy.

According to Mr. Dunleavy, the first relief he got was when the afternoon shift signed in around 1:00pm. He stated it was unsafe and unsatisfactory to work 7.5 hours without relief beyond a five minute physiological break. He insisted that the only people working that morning were himself, [REDACTED] (a developmental controller who had been at HPN for approximately 6 weeks), and CPC [REDACTED]. Mr. Dunleavy said no other employee reported to the tower until 1:00pm.

On August 5, 2011, Mr. Dunleavy reported concerns regarding Ms. [REDACTED] to FAA Chief of Staff David Weingart, requesting an independent investigation. In an email titled, "Compromising the Safety of the Flying Public Westchester (HPN) tower NY" Mr. Dunleavy asserted that [REDACTED] had manipulated the schedule for May 8, 2011, in order to cause staffing shortages so that Mr. Dunleavy would be fatigued and distracted and therefore more susceptible to a loss of concentration. He added, "[S]he knows that if she can cause me to lose separation between aircraft, it will cost me my job." (Appendix I)

Findings: We did not substantiate this allegation.

Details:

Investigators reviewed CRU-ART record data from May 8, 2011, noted the following: 3 CPCs and 2 developmental controllers worked that day, not 2 CPCs and 1 developmental as Mr. Dunleavy recalled. Additionally, all controllers except Mr. Dunleavy took breaks. Mr. Dunleavy, as the Watch Supervisor/Controller in Charge, was responsible for assigning breaks to all personnel, including himself.

The following specifics are contained in the records:

- CPC Sean Dunleavy signed on as Watch Supervisor/CIC at 5:45am, and additionally as local control/ground control at 6:00am.
- CPC [REDACTED] signed in at 6:35am and was shown on the “Available list” (on break and available for recall) until 7:05am, when he signed onto the ground control position, taking over for Mr. Dunleavy.
- CPC [REDACTED] signed in at 6:00am and was shown on the “Available list” (on break and available for recall) until 6:30am. At that time, he signed on to complete online training such as reading Mandatory Briefing Items (MBIs). At 7:05am he signed onto local control, taking over for Mr. Dunleavy.
- Developmental controller [REDACTED] signed onto clearance delivery at 6:00am.
- Developmental controller [REDACTED] signed in at 9:43am taking over on ground control at 9:44am.
- The other two fully certified controllers took breaks during the morning, as did both developmental controllers. CPC [REDACTED] took two breaks, a 38 minute break at 9:44am, returning to position at 10:22am; and another break for one hour and 8 minutes, from 11:55am to 1:03pm. CPC [REDACTED] took a 17 minute break at 10:22am when CPC [REDACTED] returned from his break.
- Records from the Dynamic AAR/ADR Tracking system indicate that the busiest hours were from 10:00am to 11:59am. The traffic count from 10:00am to 11:00am was 69 arrivals and departures; and was 72 arrivals and departures from 11:00am to 11:59am.

Additionally, we found no evidence that CPC [REDACTED] deliberately failed to schedule overtime for May 8, 2011. [REDACTED] attempted to schedule overtime coverage after an employee called in sick the night prior. Based on instructions from FLM [REDACTED], which included calling everyone on the overtime list, she offered someone on the evening shift overtime to come in early. She told us that she left messages regarding the overtime, including a message on CPC [REDACTED]'s phone.

[REDACTED] said he received [REDACTED]'s voicemail authorizing overtime, and that he intended to arrive two hours earlier than his scheduled 12:00pm shift. He did not notify [REDACTED], Mr.

Dunleavy, or FLM [REDACTED] of his intent. He said that when Mr. Dunleavy arrived at 5:45am the morning of May 8, 2011, Mr. Dunleavy discovered a note from [REDACTED], and immediately called [REDACTED] to come in as soon as possible rather than just 2 hours early. [REDACTED] did so, arriving at 6:35am. His presence ensured that the tower had full staff coverage consisting of 3 CPCs and 1 developmental controller during the morning shift.

AATM [REDACTED] stated that Mr. Dunleavy called him around 6:00am, waking him up. Mr. Dunleavy was angry and upset, stating that [REDACTED] had deliberately failed to call people for overtime. [REDACTED] told Mr. Dunleavy, "What's the issue? You're the CIC today; call someone in to work overtime." Mr. Dunleavy then reported to [REDACTED], "We have it taken care of," telling him [REDACTED] was already on his way into work. Mr. Lemelle confirmed with Mr. Dunleavy that [REDACTED] would provide the minimum staffing for the morning shift, and that no additional action was needed. He told us Mr. Dunleavy repeated his statement that he believed [REDACTED] had deliberately failed to call overtime because it was Mr. Dunleavy who was working that morning. [REDACTED] told Mr. Dunleavy he would look into the matter when he returned to the office. He again confirmed with Mr. Dunleavy that there was sufficient staff working and that no further calls for overtime or assistance was needed.

When AATM [REDACTED] looked into the matter the following week, he determined that [REDACTED] signed in at 6:35am, and that [REDACTED] had left messages to obtain additional staff, including authorizing overtime. [REDACTED] concluded that the tower had the appropriate minimum amount of staff, and that [REDACTED] had not acted inappropriately. AATM [REDACTED] told us that as a non-supervisor, [REDACTED] did as required of a CIC – she attempted to obtain additional staffing, and notified the supervisor that additional staff was needed. Additionally, she left Mr. Dunleavy a note advising him that a controller had called in sick, and that overtime had been called but no response had been received. As such, she had fulfilled the requirements of CIC and had no further obligation to follow-up the next day.

According to [REDACTED], Mr. Dunleavy as the CIC on May 8, 2011, recognized that staff was short and requested that [REDACTED] come in earlier than 10:00am, as a CIC should. Had Mr. Dunleavy not been able to reach [REDACTED], he could have notified FLM [REDACTED] to come in early, or he could have told [REDACTED] that additional assistance was needed. However, when Mr. Dunleavy spoke to AATM [REDACTED], he repeatedly told Mr. [REDACTED] that they "were okay" meaning Mr. Dunleavy believed the tower had sufficient help and no additional action was needed.

Our investigation determined that FLM [REDACTED] was responsible for completing the schedule; however, he also gave an advance copy to [REDACTED] for a secondary review meant to ensure coverage. She confirmed that she previously reviewed the schedule in order to ensure that [REDACTED] had assigned sufficient controllers during each shift. At the date the schedule was completed, there was ample coverage for May 8, 2011.¹²

Traffic records from the Air Traffic Data Activity System (ATADS) indicate the 655 total arrivals and departures for May 8, 2011, significantly more than the previous year. The total traffic count for Mother's Day 2010 (May 9, 2010), was 384 total arrivals and departures; and for 2009 (May 10, 2009)

¹² Based on controller complaints, [REDACTED] ended the practice in summer 2011.

it was 382. There was no prior indication that Mother's Day 2011 would be a particularly busy air traffic day at HPN that would require additional staffing to handle the anticipated upswing in traffic volume. (Appendix J)

██████████ said that HPN does not use a lot of overtime, and he has never denied overtime or punished someone for calling it in without his prior authorization. However, should no controllers have been available for overtime; it was Mr. Dunleavy's responsibility as the CIC to notify management that assistance was needed. Because Mr. Dunleavy told AATM ██████████ that he addressed the situation, ██████████ took no further action.

Additionally, based on his review of the actual shift records, AATM ██████████ said that Mr. Dunleavy could have taken a break had he chosen to do so. As the CIC and Watch Supervisor, Mr. Dunleavy was responsible for giving himself a break, and his failure to do so was for an unknown reason, which was not based on insufficient staffing. AATM ██████████ added that the tower was considered fully staffed with 3 CPCs and 1 developmental controller by 7:00am.

Further, records indicate that all employees other than Mr. Dunleavy working on May 8, 2011, received one or more breaks before the afternoon shift arrived. Moreover, some of the breaks occurred during the period which reflects the busiest air traffic times. If the volume was such that two CPCs and a developmental were overwhelmed with work, Mr. Dunleavy, as the Watch Supervisor/CIC could have shorted one or both of the mid-morning breaks taken by the other controllers, or he could have requested that they be taken at a different time.

FAA Rule or Policy Non-Compliance Reference:

FAA Order JO 7210.3, *Facility Operation and Administration*: Section 6, Watch Supervision/Terminal and En Route

2-6-6. RELIEF PERIODS

a. Personnel performing watch supervision duties are responsible for ensuring that breaks are administered in an equitable manner and applied so as to promote the efficiency of the agency. They are also responsible for ensuring that breaks are of a reasonable duration.

Allegation #3: On July 5, 2011, a typically heavy traffic day, the Westchester ATCT was again short staffed. When Mr. Dunleavy requested additional assistance from the supervisor on duty, ██████████, FLM ██████████ failed to arrive, despite assurances that he would. When Mr. Dunleavy or coworkers again asked for assistance from ATM ██████████, he too failed to arrive, despite assurances that he too would come provide assistance.

Complainant Interview: Mr. Dunleavy reported that on July 5, 2011, the air traffic volume was extremely busy, and additional help was needed in the tower cab. He said the staff consisted of himself, ██████████, and ██████████. He told us that ██████████ called FLM ██████████ requesting that he come upstairs and "take the back" (become the Watch Supervisor) to ensure that

operations are handled, the phone is answered, and that situational awareness of traffic activity was maintained in order to ensure that the controllers received assistance if required. According to Mr. Dunleavy, FLM ██████ said he would “be right there.” After 45 minutes, either Mr. ██████ or Mr. ██████ called again, “begging” Mr. ██████ to come up; and that a call was also made to Mr. ██████ requesting his assistance in sending ██████ upstairs.

Mr. Dunleavy said after those calls, he looked out the tower cab window and saw FLM ██████ and AATM ██████ walking back from the next door cafeteria with cups of coffee. Mr. Dunleavy reported that FLM ██████ finally came up to provide some relief around Noon, however, by that time the traffic rush was over. As such, he believed FLM ██████’s actions failure to come upstairs and render assistance unnecessarily increased a risk that an oversight would occur, and that safety would be compromised.

Findings: We did not substantiate the allegation.

Details:

The traffic count from that day indicates 1,012 air traffic operations suggesting that the facility was extremely busy. Records indicate that there were 134 aircraft operations from 8:00am to 9:00am (including 40 local operations¹⁵); 81 operations from 9:00am to 10:00am; 92 operations from 10:00am to 11:00am (including 24 local operations); and 88 from 11:00am to 12:00pm (including 24 local operations).

However, in addition to FLM ██████, we found three CPCs (██████, Dunleavy and ██████) and two developmental controllers (██████ and ██████) were on duty from 7:00am to 10:30am, not 2 CPCs and a developmental as Mr. Dunleavy recalled. In addition, FLM ██████ arrived at 10:30am, as did CPC ██████.

FLM ██████ arrived at 7:00am, and was “Available” until 7:51am. From 7:51am to 11:44am, FLM ██████ worked on management administrative duties which he told us were related to a June 18, 2011, fatal accident. Additionally, beginning at 10:30am, FLM ██████ was also present and available in the facility, and could have been called to provide assistance.

CPC ██████ stated he does not recall anything special, extra busy, or unsafe about the day. CPC ██████ said he does not recall calling FLM ██████ for help, nor does he recall being asked to do so. Records indicate that he was the Watch Supervisor from 6:30am to 9:06am, the period reflected as having 134 operations during an hour, while also working local control. He told us that if the tower was really busy, local control would have the responsibility of terminating the “touch and go” practices, which were ongoing that morning. Additionally, if the workload was too high, normal procedure would be to cease training until the operations returned to normal. CRU-ART records reflect that Mr. Dunleavy was conducting OJT with developmental controller ██████ on clearance delivery from 6:37am to 7:09am when CPC ██████ assumed the clearance delivery training with ██████. CPC ██████ continued training ██████ until 8:39am when he was assigned a 30 minute break by CPC ██████.

¹⁵ A helicopter flight school at the airport routinely conducts “touch and go” practice operations at HPN, which requires no air traffic control assistance. However, each take-off and landing of the helicopter counts as two local operations.

Additionally, neither Mr. [REDACTED], nor Mr. [REDACTED] recall any problems on July 5, 2011. Mr. [REDACTED] had no recollection of anyone unsuccessfully asking any supervisor to provide assistance. Mr. [REDACTED], who arrived at 10:30am, said he recalled they were busy, and he thinks FLM [REDACTED] came up shortly after his arrival, but he could not recall anything specific.

Mr. [REDACTED] stated that they were “abnormally busy” with outbound traffic; however, none of the traffic was complex. He said he paged FLM [REDACTED] sometime around 9:00am that traffic was getting busy. He recalls someone calling AATM [REDACTED] about 20 minutes after his page to ask for FLM [REDACTED]; however, FLM [REDACTED] was on a telephone conference call. When the call was over, FLM [REDACTED] and AATM [REDACTED] got coffee, and FLM [REDACTED] came upstairs. According to Mr. [REDACTED], despite his page for FLM [REDACTED] to come upstairs, at no time was the tower short staffed or did the volume of work create an unsafe situation.

FLM [REDACTED] said he was learning how to put together an accident packet that morning with AATM [REDACTED], in response to a fatal accident which occurred on June 18, 2011, as neither had experience with that procedure. They were both training and on a telecon discussing how to put together the required records for the National Transportation Safety Board (NTSB). He said he checked-in with the tower throughout the morning, speaking to CPC [REDACTED] who told him they were busy but they had the matter handled and did not need assistance. He told us when he finished with packet he came upstairs. He did not recall hearing a page from any employee, including Mr. [REDACTED]. We note that pages at the facility are made via an overhead speaker announcement, and if FLM [REDACTED] was on a telephone call, as the evidence suggests, he may not have heard the page.

FLM [REDACTED] told us she did not recall anything about July 5, 2011, she came in at 10:30am and was available. She does not believe events as described in the OSC referral are accurate. She said she is very proud to work at HPN, and that no one would ever jeopardize safety by short-staffing on a busy day, or refusing to provide assistance because of a personal dispute. She said it was their job to be professional.

AATM [REDACTED] stated that he and FLM [REDACTED] were working on an accident packet during the morning; however, the facility was fully-staffed. Additionally, he reviewed the traffic count with investigators on this date. He stated that the 134 aircraft operations claimed from 8:00am to 9:00am was misleading, that the airport was incapable of that number of actual operations. He believed that number had to reflect “touch and go” operations being performed by a local helicopter flight training school, explaining that each practice take-off and landing counted as two operations, and that “touch and go” helicopter operations did not require air traffic assistance.

AATM [REDACTED] did not recall any issues or complaints regarding July 5, 2011. He does not recall receiving a phone call questioning FLM [REDACTED]’s location, or any controller otherwise requesting assistance in the tower. He added that FLM [REDACTED] “isn’t the kind of guy that wouldn’t go” if he was asked to do so. AATM [REDACTED] is not certified to work operations in the tower, and there are no requirements that he do so. He stated he would have assigned additional staff to provide assistance had he received a request to do so. He added that a controller is recallable from break at any time, and that any of the controllers out on break should have been recalled by the Watch Supervisor had the workload required it.

FAA Rule or Policy Non-Compliance References:

FAA Order JO 7210.3X *Facility Operation and Administration*: Chapter 2-6-2, Watch Supervision Assignments:

e. When two or more specialists are on duty and no supervisory personnel are available, one specialist who is fully qualified and rated in the assigned operational area must be designated as CIC to perform the watch supervision duties.

h. An individual is considered available for watch supervision when he/she is physically present in the operational area and is able to perform the primary duties of the function. If the supervisor/CIC leaves the operational area or is engaged in an activity which will interfere with or preclude the performance of watch supervision duties, then another qualified individual must be designated to supervise the watch.

Allegation #4: On August 7, 2011, Mr. Dunleavy was training developmental [REDACTED]. The tower was experiencing significantly decreased visibility, down to a quarter mile. Concerned that more time was needed between arriving aircraft, Mr. Dunleavy asked [REDACTED]¹⁴, the Controller in Charge (CIC) to increase separation from four miles to six miles in order to provide an additional 20 to 30 seconds spacing between aircraft. Mr. Dunleavy further asserted that in good weather, standard separation is four miles, and that weather such as was experienced that day; supervisors routinely approve increased separation when requested by controllers. However, in this instance, Mr. Dunleavy said that [REDACTED] refused the request and told him to “make it work” with four miles separation.

Complainant Interview: The complainant explained in his interviews that on August 7, 2011, the “visibility was going up and down between one and three miles.” It was a busy Instrument Flight Rules (IFR) time, “with approximately 50 arrivals and departures per hour.” Around 1:15 pm, he was training developmental [REDACTED], and “visibility had decreased to a quarter mile with a ceiling of less than 800 feet.” HPN was using Runway 16, and because the aircraft were 4 miles apart inside the marker, HPN needed to protect the ILS critical area for inbound aircraft on an ILS approach.¹⁵ . Because HPN was not able to use line up and wait (LUAW) procedures for departures, Mr. Dunleavy asked [REDACTED] to call approach control (N90)¹⁶ to request an increase to six miles spacing, in order to allow room for aircraft departures in between arrivals. [REDACTED]’s response was, “4 miles is all you’re going to get, make it work.” Mr. Dunleavy reported that developmental [REDACTED] thought they needed the extra spacing, and “was scared” to run departures with arriving traffic spaced at 4 miles.

¹⁴ See Footnote 1. The OSC referral letter incorrectly identifies the subject of the allegation as [REDACTED]. Her correct name is [REDACTED].

¹⁵ The ILS critical area is an area of the airport that all aircraft must remain clear of when another aircraft is inbound on an ILS approach. These areas are specific to each airport, based on the site of the navigational antenna(s). Critical areas are used to protect against signal interference that may lead to a navigational error. FAA Order JO 7110.65, *Air Traffic Control*, 3-7-5 PRECISION APPROACH CRITICAL AREA requires that aircraft and vehicle access to the ILS/MLS critical area must be protected when the ceiling is below 800 feet or visibility is less than two miles (in order to ensure that the aircraft or vehicle does not interfere with the signal of the navigational aid.).

¹⁶ The New York Terminal Radar Approach Control (N90) is responsible for directing air traffic in the departure and approach phase of flights within a 60 mile radius of airports within the New York metropolitan airspace.

Mr. Dunleavy said he reported the incident to [REDACTED], who “whitewashed” the investigation. He added that [REDACTED] called it “a perfect VFR day” when it was not. He added it was an abuse of her power as the CIC to not ask for the additional spacing.

Findings: We did not substantiate this allegation.

Details:

When interviewed in May 2012, Mr. Dunleavy provided copies of “affidavits”¹⁷ from several employees detailing the event which was alleged to have occurred on August 7, 2011. We could not determine why the “affidavits” asked for statements related to events on this date. Our investigation determined that Mr. Dunleavy, [REDACTED] and [REDACTED] were all off (annual leave or regular day off) on August 7, 2011, and therefore the events detailed could not have occurred on date/time identified by Mr. Dunleavy in the OSC referral. When we attempted to reconcile this fact with Mr. Dunleavy in June 2012, he responded via email that he may not be accurate about the date; however, he insisted that the incident happened exactly as described.

We reviewed CRU-X time and attendance records to determine any dates/times in which Mr. Dunleavy was training [REDACTED] while [REDACTED] was working as CIC. The records enabled us to determine that there was only one day (July 29, 2011) when all three employees were working the same day in the period between July 17, 2011 and August 16, 2011, - when Mr. Dunleavy raised concerns about [REDACTED]’s actions at HPN to Mr. Weingart.¹⁸ On July 29, 2011, [REDACTED] and Mr. Dunleavy signed in at work at 1:30pm. [REDACTED] was CIC from 1:41pm to 3:29pm. Mr. Dunleavy was [REDACTED]’ trainer from 2:21pm to 3:09pm. (Appendices B and E)

We interviewed Mr. Dunleavy, [REDACTED], [REDACTED], FLM [REDACTED] and Mr. [REDACTED], as well as NATCA Facility Representative [REDACTED] regarding the circumstances detailed in the OSC disclosure. First, AATM [REDACTED] did not recall any information about the event; however, he stated “six miles spacing is unheard of here,” meaning they do not have sufficient traffic to require six miles separation. The minimum separation is three miles, and since [REDACTED] was working with four miles, he already had more than the minimum required separation between aircraft, and therefore he was confident that nothing unsafe occurred. [REDACTED] and FLM [REDACTED] were aware that an issue had been raised; however, they had no knowledge of the events or findings.

Second, [REDACTED] believed that the incident occurred on August 7, 2011. However, when we showed him FAA Form 3120-25, Record of Training, dated July 29, 2011, he stated that the July date was correct and that he remembers the event because Mr. Dunleavy got upset, believing that [REDACTED] was questioning his knowledge, skills and ability in front of a trainee ([REDACTED]). (Appendix D)

[REDACTED] stated it was himself, not Mr. Dunleavy, who asked [REDACTED] for the additional spacing. He stated he was developmental in training, and that he was a little nervous so he wanted a little extra time for departures between arriving aircraft. He asked [REDACTED] to increase the spacing, and

¹⁷ These affidavits were signed statements provided to Equal Employment Opportunity (EEO) counselor Kenneth Ward in response to an EEO complaint filed by Mr. Dunleavy in December 2012 related to this event.

¹⁸ Mr. Dunleavy did not provide the date of the event in a complaint he emailed on August 16, 2011 to Mr. Weingart.

her response was that he could work it out with four, in a positive manner implying she had confidence he could do it, not in a manner implying that she would not do it because she was being malicious. He stated that he accepted her response, and they had no further discussion. He insisted that the operation was not unsafe and that he alone was controlling the aircraft, with Mr. Dunleavy plugged in observing his performance.

Prior to our interview of ██████████, Mr. Dunleavy provided an affidavit from ██████████yons related to an EEO complaint filed in late 2011 by Mr. Dunleavy. ██████████ stated in the February 2012 affidavit, "I absolutely got the sense that she was trying to create errors to try to get Complainant and I in trouble. By following her instructions, we would have been violating safety regulations and she seemed to be trying to create an unsafe situation." This affidavit was in response to an allegation Mr. Dunleavy made to EEO stating that he was criticized, disparaged and sabotaged while training ██████████ on August 7, 2011.

Mr. Dunleavy told us he believed ██████████ was going to "be pressured to lie" about activities at HPN, including those that occurred on August 7, 2011. When we asked ██████████ about the difference between his affidavit, dated February 12, 2012, and his statements to us in May 2012, ██████████ stated that he had gained more experience as a controller in the past few months, and now realizes that his perceptions of events and the need for spacing are different from his perspective in February.

██████████ also told us that it was ██████████, not Mr. Dunleavy who asked for the increase in spacing from 4 miles to 6 miles. She stated that she responded with a question to ██████████, inquiring whether he would need to ask for additional spacing in specific weather conditions (e.g., in VFR conditions). When he responded that he would not, because those conditions would be considered VFR, she told him, "██████████, look out the window, we are VFR." She also said she told him, "You can do this." She stated she did not "pepper" ██████████ with questions, that she asked only the one single question. She related that developmental controllers commonly forget to look out the window and see what is actually going on with the weather. Instead, they become overly reliant on viewing the radar and weather from the computer monitors.

We reviewed meteorological conditions for August 7, 2011, as well July 29, 2011. On July 29, 2011, the weather at 1:56pm, just prior to developmental ██████████' training session (2:21pm to 3:09pm), was six miles visibility with haze, and a broken ceiling at 1,500 feet. The winds were 3 knots. Earlier that morning, weather records indicate visibility at HPN was 2 miles increasing to 6 miles, with a broken ceiling between 200 feet and 500 feet. By the time Mr. Dunleavy and ██████████ reported to work (1:30pm), the weather had improved significantly. It continued to improve throughout the afternoon, and the ceiling was never below 800 feet or 2 miles visibility while ██████████ was the CIC. The weather on August 7, 2011, was haze, 6 miles visibility, a broken ceiling of 3,000 feet and winds at 7 knots.

A controller is required to maintain appropriate spacing between arriving and departing aircraft. Mr. Dunleavy believed that the spacing was too tight to allow departures in between the arrival gaps. However, ██████████ held the opinion that the spacing was sufficient to allow departures. There was no restriction on LUAW instructions, and her refusal to request six miles spacing from N90 did not compromise safety. Based on interviews, statements and records, the evidence suggests this was a difference of opinion as to whether the spacing on final would have created a hazard if the departures were not spaced with precision.

██████████, who trained ██████████ later in the afternoon of July 29, 2011, described ██████████ as “one of the better controllers” who, based upon her years of experience, was able to anticipate further in advance than other controllers whether their plan would work. He added that he was not present when the incident happened; however, he recalls that Mr. Dunleavy was upset because he believed ██████████ was questioning his training decisions and competence by quizzing ██████████. On August 16, 2011, Mr. Dunleavy sent an email to Mr. Weingart stating that on an unidentified date, ██████████ had disrupted a training session with ██████████ by barraging him with questions and refusing to provide six miles in trail rather than four. (Appendix K) Mr. Weingart referred the matter to ATO officials at Headquarters for inquiry. The matter was subsequently referred to the New York Terminal District Office, where it was investigated. The allegation was unsubstantiated; however, management initiated a Management Action Plan (MAP) on this and other HPN complaints on October 6, 2011. (Appendix L)

The MAP indicated that briefings and other corrective actions had occurred. The investigation and MAP appears focused on prior issues raised in EEO complaints and the May 8, 2011, incident. We did not find evidence suggesting that management looked specifically at this event (July 29/August 7) from a safety perspective. After ATO officials reported to FAA Chief of Staff David Weingart on October 12, 2011 that Mr. Dunleavy had agreed to enter into mediation in a few weeks and that Mr. Dunleavy was reviewing additional employment options, no further response was provided, and the matter was thought to be resolved.

FAA Rule or Policy Non-Compliance Reference:

FAA Order JO 7110.65, *Air Traffic Control*, 3-7-5 PRECISION APPROACH CRITICAL AREA

- a. ILS critical area dimensions are described in FAAO 6450.16, Siting Criteria for Instrument Landing Systems. Aircraft and vehicle access to the ILS/MLS critical area must be controlled to ensure the integrity of ILS/MLS course signals whenever conditions are less than reported ceiling 800 feet or visibility less than 2 miles. Do not authorize vehicles/aircraft to operate in or over the critical area, except as specified in subpara a1, whenever an arriving aircraft is inside the ILS out marker (OM) or the fix used in lieu of the OM unless the arriving aircraft has reported the runway in sight or is circling to land on another runway.

PHRASEOLOGY –

HOLD SHORT OF (runway) ILS/MLS CRITICAL AREA.

1. LOCALIZER CRITICAL AREA

- (a) Do not authorize vehicle or aircraft operations in or over the area when an arriving aircraft is inside the ILS OM or the fix used in lieu of the OM when conditions are less than reported ceiling 800 feet or visibility less than 2 miles, except:

(1) A preceding arriving aircraft on the same or another runway that passes over or through the area while landing or exiting the runway.

(2) A preceding departing aircraft or missed approach on the same or another runway that passes through or over the area.

Allegation #5: On March 19, 2012, following his disclosure to local news media, Mr. Dunleavy arrived in the tower to relieve another controller, ██████████¹⁹ (*sic*) at the ground control position. ██████████ (*sic*) provided Mr. Dunleavy with a basic relief briefing, but when Mr. Dunleavy requested clarification of the northbound restrictions on departing traffic that were initiated by traffic management, ██████████ (*sic*) refused to provide clarification. Mr. Dunleavy requested the additional information two more times, however, ██████████ (*sic*) refused and abruptly unplugged his headset and left the tower without remaining plugged in for the required two minutes.

Complainant Interview: Mr. Dunleavy reported on March 19, 2012 that he arrived at work and went to relieve ██████████ from Ground Control. He advised ██████████ that he “had the flow,” but then saw a notation on the flow chart (a board and grease pen in which controllers make notes to each other on specific circumstances.) He asked ██████████ what the item was on the flow chart. ██████████ responded, “You said you had the flow!” Mr. Dunleavy repeated his question, but ██████████ unplugged and left the position rather than providing the requested information and without staying the required two minutes for observation. Mr. Dunleavy said FLM ██████████ was present in the tower cab, and he did nothing in response to the event.

Findings: This allegation was substantiated.

Background on Relief Briefings

It is standard procedure that relieving controllers fully familiarize themselves on the current operating situation prior to letting relieved controllers know that they are ready to assume operational responsibility. In a normal Position Relief Briefing (PRB), the relieving controller will review any pertinent items in the Status Information Area (SIA), then would plug a headset into the operating position and monitor the operation. Once satisfied that he/she is ready to assume operational responsibility, the relieving controller should advise the relieved controller that they are ready. The relieved controller should then initiate the briefing by pressing the PRB button on the Rapid Deployment Voice Switch (RDVS) equipment, which allows the RDVS to commence recording of the position relief briefing.

The items to review prior to commencing a PRB are clearly identified in the facility’s Standard Operating Procedures (SOP) *HPN 7110.49G Appendix 4*. Item 1 of the checklist states: “SIA (previewed)” meaning that the Status Information Areas (SIA) are previewed. The SIA is a Plexiglas board where pertinent information related to the operation is posted. In this case, there was traffic flow control information regarding mileage in-trail restrictions to aircraft departing to the north.

Details:

Investigators interviewed all controllers signed onto positions at the time of the relief briefing, as well as Mr. Dunleavy, FLM ██████████, ██████████, ██████████, and ██████████ regarding this event. In addition, they listened to the voice recording, and reviewed all notes maintained by the facility regarding the matter. Investigators determined although the OSC referral identifies the relieved controller as ██████████, HPN does not have an employee with that name, but we determined that the alleged incident involved HPN controller ██████████.

¹⁹ The OSC referral incorrectly identifies this individual as ██████████. His correct name is ██████████.

██████████ admitted that on March 19, 2012, he did not stay, monitor, and observe the position for two minutes after completion of the relief briefing. He said he left because Mr. Dunleavy told him he understood that traffic, and he believed Mr. Dunleavy was escalating the matter in an unprofessional manner. Specifically, he told us after he said, “You said you had the flow!” Mr. Dunleavy immediately pulled paper out of his pocket and began composing notes. ██████████ felt himself becoming angry at Mr. Dunleavy’s actions, and said he chose to unplug early and leave the tower cab rather than allowing his anger to escalate the tension. He admitted that he did not stay for the two minutes of monitoring and observing as required by FAA Order.

Despite his failure to stay, he insisted his actions did not create a safety event. He said Mr. Dunleavy was taking notes, not observing the operation, and therefore when Mr. Dunleavy questioned him again, he reminded Mr. Dunleavy that he had previously indicated and acknowledged that he had situational awareness. He also told us that AATM ██████████ and FLM ██████████ talked to him regarding the event, advising him that he has an obligation to stay and assist if Mr. Dunleavy or any other controller requests it, despite any prior statement indicating that the relieving controller understands the traffic situation. He stated that the conversation was counseling in the form of an “on the spot correction.”

When interviewed, controllers present that day said that Mr. Dunleavy performed a “bully briefing.” A bully briefing was described as a controller (in this instance, Mr. Dunleavy) walking up to the position and pressing the PRB button and stating the he had the (SIA) “Board and flow” meaning the in-trail restrictions to the North, before he was aware of what the air traffic situations were. According to the controllers, and FLM ██████████ and AATM ██████████, pressing the PRB at the beginning is discourteous, per common ATC facility practice, and it also signals to a relieved controller that they only need to brief the remaining items on the checklist. Their input is complete.

██████████ told us that when Mr. Dunleavy told ██████████ that “he had the flow,” it meant he was completely aware of what was going on in the airspace. To ask after the fact meant he really did not know what was going on. ██████████ told us when Mr. Dunleavy questioned him about Mr. ██████████’s departure, Mr. ██████████ responded, “You told ██████████ you had the SIA and flow.” Despite ██████████’s departure (which Mr. ██████████ said he did not recall), ██████████ insisted that safety was not compromised. FLM ██████████ said he did not observe the interaction. He told us ██████████ said, “What’s ██████████’s [██████████] problem?” advising him that Mr. ██████████ had refused to provide information related to a restriction when he was relieved.

AATM ██████████ stated that he looked into the matter the next day. He and FLM ██████████ reviewed the audio recording, determining that Mr. ██████████ did not stay the two minutes as required. He allowed Mr. Dunleavy and Mr. ██████████ to listen to the audio recording separately. He counseled Mr. ██████████ via an on the spot correction, telling him that in the future he must cooperate and provide information requested by a fellow controller, even if they first say they understand. AATM ██████████ told us this was a one-time event tied to frustration over Mr. Dunleavy’s habit of pushing the PRB button, and that it had nothing to do with the airing of the *Fox News* story. He added that all the controllers are professional and would never compromise safety regarding their personal feelings. He too opined that Mr. ██████████’s actions did not constitute a safety hazard.

FAA Rule or Policy Non-Compliance Reference:

FAA Order JO 7210.3X, *Facility Operation and Administration*, [Effective 2-9-12], 2-2-4, Duty Familiarization and the Transfer of Position Responsibility.

e. Responsibilities:

1. The specialist being relieved must be responsible for ensuring that any pertinent status information of which he/she is aware is relayed to the relieving specialist and is either:
 - (a) Accurately displayed on the SIA/s for which he/she has responsibility, or
 - (b) Relayed to the position having the responsibility for accurately displaying that status information.
2. The relieving specialist must be responsible for ensuring that any unresolved questions pertaining to the operation of the position are resolved prior to accepting responsibility for the position.
3. The relieving specialist and the specialist being relieved must share equal responsibility for the completeness and the accuracy of the position relief briefing.

NOTE-

The sharing of this responsibility means that the specialist being relieved is obligated to provide a complete, accurate briefing, and the relieving specialist is obligated to ensure that a briefing takes place and is to his/her total satisfaction.

FAA Rule or Policy Non-Compliance Reference:

HPN 7110.49G, *Westchester Standard Operating Procedures (SOP)*, Appendix 4, Checklist

Allegation #6: Mr. Dunleavy indicated that in February 2012, beginning shortly after his disclosure to local news media, he experienced a significant shift in his interactions with colleagues and union officials and received threats to his safety from individuals within the tower. Allegation# 5 above is one instance in which the degradation of his work relationships has affected aviation safety, and that these interactions, if continued, constitute a specific safety concern.

Complainant Interview: Mr. Dunleavy expressed repeated concern that his physical safety was at issue; identifying specific instances such as postings on the website *www.stuckmic.com*, and objects left in his headset cubby and on his locker, which he believes were direct threats to his personal safety. Mr. Dunleavy's March 8, 2012, statement to ASH indicates that he was "aware of threats against me by certain persons at Westchester Tower." In addition, in May 2012, he reported that he had heard "third-hand information" that a union meeting was held in a New York restaurant in which union officials made the statement that they would "find out who that guy is [on the *Fox News* video] and we're going to get him." Moreover, Mr. Dunleavy said he sent a letter to the AATM requesting an investigation and administrative leave based on these threats to his personal safety, stating he felt genuinely threatened. The complainant stated that the AATM denied his request for administrative leave, and there was no investigation conducted.

Finally, Mr. Dunleavy reported concerns to AAE that employees would refuse to work with him, and might try to retaliate against him for the *Fox News* videos by “setting him up” with an operational error or other safety event in order for the facility to initiate a performance action.

Findings: This allegation was partially substantiated.

We found evidence that a website called *www.stuckmic.com* contained comments regarding pushing the source of the *Fox News* videos down the stairs and having a “blanket party,” however, we found no evidence that controllers at HPN posted such comments.

Additionally, we partially substantiated Mr. Dunleavy’s allegations that items have been left on his locker and in his headset cubby which he believes constitute harassment. However, we neither found specific evidence regarding who might have placed the objects in Mr. Dunleavy’s cubby, nor did we find specific evidence that such items conveyed a direct and specific threat to Mr. Dunleavy. Mr. Dunleavy’s March 8, 2012, statement to ASH indicates that he “was aware of threats against me by certain persons at Westchester Tower,” but he could not provide specific information in May 2012 as to the identity of individuals who might have left the items in his cubby and locker, or posted the comments on *www.stuckmic.com*.²⁰

We confirmed that a controller (██████████) later decrypted the voice scrambling on the *Fox News* video using free audio editing software (Audacity²¹), and that he gave copies of the decrypted voice to his coworkers. The controller, who was one of the controllers shown reading a magazine in the *Fox News* story, did this on his own time and received no reimbursement from peers or the National Air Traffic Controllers Association (NATCA).

Additionally, we learned that the union meeting reported by Mr. Dunleavy was a NATCA fundraising event held in New York City, attended by over 300 NATCA members. It had a specific agenda related to union activities, and we found no evidence that any union officials discussed the HPN *Fox News* story as part of the official activity.

We confirmed that AATM ██████████ investigated each incident as reported to him by Mr. Dunleavy, but he was unable to determine who was responsible for the items left on the locker or in the headset cubby. Since Mr. Dunleavy’s complaints of harassment were received, AATM ██████████ now requires that an FLM always be present when Mr. Dunleavy is working in the tower cab.

Details:

*Threatening comments posted on the website *www.stuckmic.com**

²⁰ Mr. Dunleavy requested that we review the video recording from the facility cameras to see who brought coffee into the tower using a coffee carrier, and also compare the video feed to crew schedules and breaks in order to determine who might have been in proximity of the lockers during the dates identified. We determined that HPN’s cameras only have a live transmission and the images are not recorded or stored. Additionally, AAE investigators and AATM ██████████ spoke to the individuals working and all denied any knowledge of the items.

²¹ Available at <http://audacity.sourceforge.net/>

We substantiated that numerous actions of harassment have occurred, which appear to be directed at Mr. Dunleavy. However, we did not find evidence of a specific threat to Mr. Dunleavy by facility personnel. We found that the website www.stuckmic.com contained comments posted on its bulletin board regarding “pushing [the discloser] down the stairs,” and having a “blanket party.” We found no evidence that controllers at HPN posted those comments, or that they knew the comments had been posted, or that Mr. Dunleavy was the individual who had released the video recordings to the media at the time the comments were posted. (Appendix M)

Mr. Dunleavy had previously reported the matter to the Federal Protective Service (FPS), Department of Homeland Security (DHS) in March 2012. We spoke to Scott Beith, Special Agent at Washington Headquarters Office, FPS, DHS, who advised that because the matter was not within his locality’s jurisdiction, he referred it to FPS’s regional office in New York. Subsequent to that referral, he was advised by a fellow employee in the FPS regional office that the matter was referred to the DOT OIG’s regional office in New York because none of the posts contained a specific threat naming Mr. Dunleavy. DOT OIG did not investigate the matter due to a lack of specific evidence; however, they committed to review the matter should we determine that FAA employees made the online posts.

As of July 31, 2012, www.stuckmic.com had not responded to FAA’s June 7, 2012, request for the identities of the individual who posted the comment regarding pushing the controller responsible for the *Fox News* video down the tower stairs. We did additional research, determining that www.stuckmic.com was registered through the domain proxy www.GoDaddy.com by persons unknown operating the website www.DomainsByProxy.com (DBP). This website is specifically marketed for "private registrations." The business motto published on their webpage is "Your identity is nobody's business but ours." www.GoDaddy.com hosts the www.stuckmic.com website and handles registering the domain name; however, DBP is designed solely for the purpose of shielding a person's identity.

Nonetheless, we contacted DBP and www.stuckmic.com in an effort to identify the account users associated with the posts. DBP responded that their business allows customers to register domain names without listing their contact information; therefore they were unable to provide assistance. They suggested we contact www.Liquidweb.com, the host provider that maintains the server for the www.stuckmic.com website. Neither www.LiquidWeb.com nor www.stuckmic.com responded to our requests for information.

Harassing Items

We partially substantiated Mr. Dunleavy’s allegations that items have been left on his locker and in his headset cubby which he believes constitute harassment. However, we found no specific evidence as to which individual(s) might have placed the objects in Mr. Dunleavy’s cubby. Specific items include:

- On March 21, 2012, Mr. Dunleavy found ten pennies, a book titled *Final Target* by Iris Johansen (categorized on Amazon.com as fiction/romantic suspense), a four cup cardboard cup holder, and an empty seltzer bottle in his headset cubby. Mr. Dunleavy reported that the book, dealing with a fictional assassination, was intended as a threat. Further, he believed the ten pennies to signify that “his life isn’t worth ten pennies.”

- On May 9, 2012, Mr. Dunleavy found a magnet on his locker with the 2012 Fenway Park/Boston Red Sox schedule on it. Mr. Dunleavy reported that this was a message to “get out of town.”
- On May 11, 2012, Mr. Dunleavy reported that something was on the lock securing his locker. The substance was slightly greasy and yellow, and transferred to a paper towel. It is believed that the substance was ink from a yellow highlighter.

We were unable to determine who might have left the objects on Mr. Dunleavy’s locker or his headset cubby. First, all individuals interviewed claimed no knowledge of the incidents. Additionally, all employees interviewed professed no knowledge of which headset cubby was Mr. Dunleavy’s as only one or two of the cubbies are labeled. Additionally, most stated they had no knowledge of which locker Mr. Dunleavy used. While the majority of lockers are labeled, Mr. Dunleavy uses a locker which is not labeled with his name.

Moreover, we determined that the majority of the items were already in the facility, and were apparently moved by unknown individual(s) from their location to Mr. Dunleavy’s cubby and locker. We found no evidence that such items constituted or conveyed a specific threat to Mr. Dunleavy’s personal safety.

We found that AATM [REDACTED] investigated each incident identified as harassment by Mr. Dunleavy. However, he was unable to determine the identity of the individuals involved, and as a result we did not substantiate Mr. Dunleavy’s assertion that management did not investigate his concerns.

Potential Safety Events

Mr. Dunleavy could provide no specific evidence or examples where his coworkers attempted to “set him up” with a safety event, such as an operational error, and we found no such evidence. Nonetheless, he was convinced that they would do so as a form of retaliation for the *Fox News* videos. While he acknowledged that the Air Traffic Safety Action Program (ATSAP) was a non-punitive program designed to encourage transparency, and which allowed controllers to identify and report all events that may or did lead to a breakdown in safety or increase risk to air traffic operations, he insisted that management would still use the event in a punitive manner to “get him back.”

All individuals that we interviewed denied that such an occurrence could or might happen. At the same time, they said they were safety professionals and took their jobs seriously. All insisted they would never jeopardize safety in order to retaliate against Mr. Dunleavy for the videos.

FAA Rule or Policy Non-Compliance References:

Employee Standards of Conduct FAA Human Resources Policy Manual (HRPM) Volume 4 Employee Relations ER.4.1 Section 2 Employee Responsibilities Paragraph d, Exercise courtesy and tact at all times in dealing with fellow workers, managers, contract personnel and the public. Employees must treat everyone with dignity and respect and support and assist in creating a productive and hospitable work environment. Employees are obligated to avoid disrespectful, abusive or other inappropriate behavior toward other personnel, management officials and customers.

Employee Standards of Conduct HRPM Volume 4 Employee Relations ER.-4.1 Section 2 Employee Responsibilities Paragraph k, Observe and abide by prohibitions against any violent, threatening, harassing and/or confrontational behaviors towards others, as well as prohibitions on discrimination and misconduct of a sexual nature.

Employee Standards of Conduct HRPM Volume 4 Employee Relations ER.-4.1 Section 13 Workplace Violence: Violent, threatening, harassing and/or confrontational behaviors in any form are unacceptable and will not be tolerated. Threatening behavior may include harassment in the form of intimidation, or any oral and/ or written remarks or gestures that communicate a direct or indirect threat of physical harm, or otherwise frightens, or causes an individual concern for their personal safety. Such inappropriate behavior may include pushing, poking, physically crowding, stalking, fist shaking, throwing objects regardless of the target of the object being thrown, name calling, obscene language or gestures, or any other intimidating or abusive action which creates a fearful environment and apprehension of harm. Employees and managers are responsible for enforcing the highest standards of personal safety and welfare at the workplace. Consequently, employees must immediately report threats of violence, violent incidents, dangerous horseplay, irrational or other inappropriate behavior to their managers.

Allegation #7: On June 18, 2011, FLM [REDACTED] was downstairs in his office grading college papers, and had been for approximately 1.5 hours prior to a fatal accident involving N210KW occurred. In addition, [REDACTED] is alleged to have altered the facility log to show that he was on a short 15 minute break in order to hide the fact that he was out of the tower cab for a longer period of time. *Note: This allegation was not part of the initial OSC referral, but was brought forward during an interview with Mr. Dunleavy.*

Complainant Interview: Mr. Dunleavy reported that he was not present in the tower when the accident referenced in the OSC allegation occurred, however, he learned of it upon arrival later on the same day. He stated that [REDACTED] told him that Mr. [REDACTED] had been downstairs grading papers for his other job for the past hour and a half. Mr. Dunleavy said that Mr. [REDACTED] reported that Mr. [REDACTED] altered the facility log to show that he had never left the tower.

Findings: We did not substantiate this allegation.

Details:

We spoke with Mr. [REDACTED], Mr. [REDACTED], Ms. [REDACTED], Mr. [REDACTED] and Mr. [REDACTED] regarding this allegation. Mr. [REDACTED] stated that Mr. [REDACTED] told him that Mr. [REDACTED] altered the log to show a shorter break. Mr. [REDACTED] had no firsthand knowledge of the allegation.

Mr. [REDACTED] denied ever making such statements to anyone, including Mr. [REDACTED], Mr. [REDACTED], or Mr. Dunleavy. He does not know why anyone would state that he had made such assertions. He said he had no knowledge that Mr. [REDACTED] altered the facility log or CRU-ART to reflect that he had just left. Mr. [REDACTED] said he was not on position, but was present in the tower when the accident occurred. He added that Mr. [REDACTED] had been up in the tower, and he had gone downstairs with Ms. [REDACTED] for ground school training, which consisted of a lecture and exam-based program requiring instruction from Mr. [REDACTED]. Mr. [REDACTED] said he called Mr. [REDACTED] to

come back upstairs after the accident, and that Mr. [REDACTED] immediately did so. He believed Mr. [REDACTED] was grading Ms. [REDACTED]'s classroom exam when he called him.

Mr. [REDACTED] did not know why Mr. Dunleavy had told people that FLM [REDACTED] altered the log, telling us, "Sean wasn't even there" and that Sean was "fishing" meaning he was hoping to find something FLM [REDACTED] did wrong so he would get in trouble. He stated there were plenty of witnesses who were aware that FLM [REDACTED] was not in the tower. He told us that FLM [REDACTED]'s presence in the tower cab would not have changed the outcome of events that day.

Ms. [REDACTED] stated she and FLM [REDACTED] were downstairs training at the time of the accident. She stated they had not been downstairs long, and that they accompanied each other down from the tower cab. FLM [REDACTED] stated he was teaching Ms. [REDACTED] ground control school as part of a Computer Based Instruction (CBI), when he got a call that the accident had occurred and to immediately come back upstairs. He stated he was upstairs and had just left to train with Ms. [REDACTED], on the machine used for CBI, which is located downstairs. All witnesses interviewed stated that FLM [REDACTED] was upstairs, and that he and Ms. [REDACTED] had gone downstairs for specific training just before the accident occurred.

Mr. [REDACTED] stated if FLM [REDACTED] had been present in the tower, the accident might not have occurred. He said the controller (CPC [REDACTED]) was working local control and was the Watch Supervisor/Controller in Charge (WSCIC). He stated "he did an awesome job" and was working hard to "peel guys off" (clearing the runway area) in anticipation of accommodating N210KW when it switched frequencies and returned to HPN. The pilot of N210KW transmitted to the New York Terminal Radar Approach Control (TRACON) controller that he was not able to switch to the HPN frequency, and did not respond when asked by the New York TRACON controller whether he was declaring an emergency. The accident happened immediately thereafter. Mr. [REDACTED] opined that FLM [REDACTED] could have initiated emergency response steps sooner, although he was unable to identify exactly what steps FLM [REDACTED] could have taken that CPC [REDACTED] did not. The pilot of N210KW never established contact with HPN after the emergency was declared with N90.

Records from the NTSB indicate that N210KW crashed several minutes after take-off, and that the aircraft was under the control of New York TRACON, not HPN. The pilot of N210KW was instructed by the TRACON controller to switch frequencies to HPN when the accident occurred, but the pilot stated he could not comply with the request. NTSB's factual report identifies mechanical damage, and two witnesses reported possible engine idle noises. The NTSB has not issued a final report; however, their preliminary report contains no evidence that controllers at HPN or the New York TRACON (N90) failed to perform their duties, or that FLM [REDACTED]'s presence in the tower cab would have changed the outcome. (Appendix N)

CRU-ART records reflect that FLM [REDACTED] was conducting training from 11:28am to 1:10pm on June 18, 2011. According to the NTSB, the accident occurred at approximately 1:06pm EST. FLM [REDACTED] is identified as the Watch Supervisor/Controller in Charge (WSCIC) from 1:10pm to 4:42pm. (Appendix B)

Investigators spoke with [REDACTED], Support Contractor, Software O&M Team, at FAA Headquarters. Mr. [REDACTED] provided an image extract from the database reflecting that someone using

login id FAA\SP_HPNTower accessed CRU-ART at 1:41pm on June 18, 2011, but no modifications or changes to entries were made. This login can be made by any FLM or controller in charge (CIC). Additionally, █████ confirmed that the Record of Facility Operations Form 7230.4 also contained no modifications or edits to the log. (Appendix O)

Based upon the results of our interviews and the lack of any documentation to the contrary, there is no evidence to substantiate the allegation that FLM █████ altered records to reflect that he had just departed the tower cab.

FAA Rule or Policy Non-Compliance References:

Employee Standards of Conduct HRPM Volume 4 Employee Relations ER-4.1 Section 2 Employee Responsibilities: Paragraph g Conserve, protect and assure appropriate use of Federal funds, time, property, equipment, materials, information and personnel (both Federal and contract).

HPN Management and Culture

During our interviews, many HPN employees stated that they are afraid to engage in normal social activity for fear they will be named in a future complaint. It was described as “feeling like we walk on eggshells all day.” Several individuals expressed concern that this fear had become a workplace distraction.

We found that prior to this OSC disclosure, the facility has undergone 18 inquiries and investigations regarding various matters since 2008. While we did not evaluate the sufficiency of the prior investigations, the reports determined that the majority were not substantiated by FAA management officials.

Additionally, some controllers told us that two of the FLMs played favorites related to leave and scheduling, granting leave requests and premium shift changes to controllers perceived as favorites, or those controllers most likely to complain.

New York District officials implemented a Management Action Plan (MAP) in October 2011, to address various complaints related to Accountability Board and Equal Employment Opportunity (EEO) complaints. These steps include individual briefings between AATM Lemelle and each employee on professional standards, respect for other cultures, and ensuring that all employees are treated with courtesy and tact.

We believe the facility personnel and management would benefit from additional intervention efforts from personnel outside the region. Training associated with conflict resolution and team building would most certainly benefit the facility and its personnel.

Corrective Actions

Administrative Actions:

At the time of this report, proposed administrative actions involving several management officials at HPN are in the process of being developed, proposed, and implemented. Such actions are being coordinated with the FAA's Chief Counsel. However, it is important to recognize that there will likely be a prolonged litigation and appeals process in some, or perhaps all, of the proposed actions. Updates will be provided upon request.

Other Actions:

FAA is considering specialized training sessions on conflict resolution and team-building for the employees at HPN. Training at HPN will be determined after consideration of funding and resources; the implementation will be determined in parallel with Service Area business plan development.

In addition, we are working to exercise a transfer request from the complainant. However, because the whistleblower has retained counsel to represent him, we must work the alternatives associated with this recommendation with FAA's Chief Counsel.

The FAA will review and reinforce instructions to managers on the appropriate policies in operational spaces (i.e., tower cabs) to avoid distractions. As part of the communications to managers, we will review the appropriate options that managers should consider when faced with an extended (such as we experienced at HPN) elevator outage situation.

Over the next few months, HPN will begin using scheduling tools such as WebScheduler, and plan to implement a scheduling tool at HPN over the next few months based on training resources; the facility will be given flexibility to complete training and implementation based on staffing and other activities. ***Note:** the WebScheduler tool is being phased out once the deployment of our new scheduling tool is approved.*

Finally, FAA will continue to monitor and emphasize its current fatigue awareness. More training is now underway, and some evaluation of training effectiveness is planned to avoid unnecessary expense. Whatever new training is determined nationally, each facility will be given flexibility to complete training and implementation based on staffing and other activities.

List of Appendices

- Appendix A: HPN Investigation List of FAA Personnel and Contractors Interviewed
- Appendix B: CRU-ART Records with Shift Details for the dates May 8, 2011, June 18, 2011, July 5, 2011, July 29, 2011, August 7, 2011, and March 19, 2012
- Appendix C: Historical weather records for the dates May 8, 2011, July 29, 2011, and August 7, 2011
- Appendix D: FAA Form 3120-25 titled, ATCT/ARTCC OJT Instruction/Evaluation Report for [REDACTED], dated July 29, 2011
- Appendix E: Time and Attendance Records from CRU-X reflecting the identity of CIC and OJTI positions at HPN for mid-July 2011 to mid-August 2011
- Appendix F: Read and Initial (R&I) Memorandum item issued June 6, 2011 by FLM [REDACTED]
- Appendix G: February 25, 2012, Memorandum reinforcing professional work standards issued by AATM [REDACTED]
- Appendix H: AAE Memorandum of Video Recording Review and Findings and Associated CRU-ART records
- Appendix I: August 5, 2011, email from Mr. Dunleavy to FAA Chief of Staff David Weingart
- Appendix J: Air Traffic Data Activity System (ATADS) Report for May 8, 2011
- Appendix K: August 16, 2011, email from Mr. Dunleavy to FAA Chief of Staff David Weingart
- Appendix L: HPN Management Action Plan (MAP) implemented on October 6, 2011
- Appendix M: Posts on www.stuckmic.com
- Appendix N: Factual Report, National Transportation Safety Board (NTSB) regarding N210KW fatal accident on June 18, 2011
- Appendix O: HQ data related to CRU-ART and Facility Log for HPN, June 18, 2011

Appendix A

Appendix A
HPN Investigation – List of Interviews

Name	Position	Interview Date
Aviles, Aleriber	Developmental ATC	5/31/12
Balla, Michael	CPC	2/28/12
Benhamu, Michael	Developmental ATC	2/28/12
Bethoney, Wayne (Telephonic)	Mechanical Engineer	5/29/12
Brancato, Peter	CPC	2/27/12 & 7/24/12
Browne, Devon	Developmental ATC	3/7/12 & 5/31/12
Dahbali, Nadia	Developmental ATC	3/5/12 & 5/31/12
DeGennaro, Robert	Frontline Manager (FLM)	2/28/12; 3/6/12; 5/31/12; & 7/24/12
Drace, Nicole Labate	CPC	3/6/12 & 6/1/12
Dunleavy, Sean (2 in person interviews, one telephonic interview)	CPC	3/8/12; 5/10/12; 5/22/12
Heuer, Brett	CPC	5/31/12
Higgins, Robert (Telephonic)	Contracting Officer	5/29/12
Huss, Rick (Email)	Program Manager/Fatigue Risk Management Team, ATO-Safety	7/31/12
Kanzler, Thomas	CPC	3/6/12 & 6/1/12
Krug, John (Telephonic)	Lead Help Desk Specialist	5/31/12
Lemelle, Dwight	Acting Air Traffic Manager	3/7/12 & 6/1/12
Lyons, Daniel	CPC	2/29/12 & 5/23/12
Mazza, Christopher	Frontline Manager	2/27/12; 3/5/12; 5/31/12
Montilla, Carlos	Developmental ATC	3/5/12
Morin, Joseph	Developmental ATC	2/28/12; 6/1/12
Nesbitt, Demisha	Developmental ATC	3/14/12
Neuendorf, Matthew	CPC	3/14/12
Reeves, Darryl	CPC	2/28/12
Reilly, Nancy	Frontline Manager	2/27/12; 3/6/12; & 6/1/12
Slane, Thomas	NATCA Facility Representative & CPC	3/14/12 & 5/23/12
Stensland, Laura (1 in person interview, 1 telephonic interview)	Acting Support Manager LaGuardia ATCT (former HPN ATM)	5/24/12 & 5/30/12
Thomas, George	Developmental ATC	6/1/12
Walcott, Wycliffe	CPC	2/29/12; 5/31/12; 6/1/12

Name	Position	Interview Date
Walkowiak, Robert	CPC	2/28/12 & 5/31/12
Kokiadis, Wayne	CPC (now at LaGuardia ATCT)	5/17/12
Bye, Theodore	CPC (now at LaGuardia ATCT)	5/21/12
Beith, Scott (Telephonic)	Special Agent, Federal Protective Service	6/4/12
Pirraglia, Giovanni (Telephonic/email)	SSC Manager	5/29/12
Choudhury, Thalha	Air Traffic Controller (Boston ATCT)	6/7/12

Appendix B



ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT

TODD LUEPKER 05/15/2012

CUMULATIVE POSITION TIME

Facility HPN

Area OPERATIONS

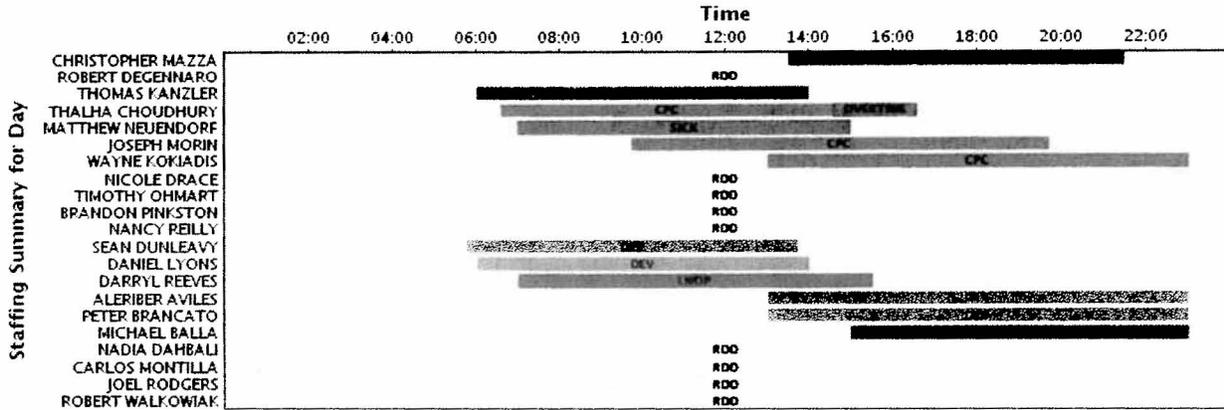
Date 08 May, 2011

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OPERATIONS Staffing Summary for 05/08/2011

■ CPC ■ SUP ■ DEV ■ RDO ■ OVERTIME ■ LWOP ■ SICK



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Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPW	OPERATIONS	DUNLEAVY, SEAN (SD)		08 May, 2011 0545	08 May, 2011 1345
Start	Stop	Duration	Position	Task Type	Task Name
0545	0811	02+26	MSCIC	CIC	CONTROLLER IN CHARGE - ATC
0600	0705	01+05	LC	Concurrent	
0811	0944	01+33	GC	On Position	ON POSITION - ATC
0944	1039	00+55	MSCIC	CIC	CONTROLLER IN CHARGE - ATC
1039	1118	00+39	CD	On Position	ON POSITION - ATC
1118	1204	00+46	MSCIC	CIC	CONTROLLER IN CHARGE - ATC
1155	1204	00+09	LC	Concurrent	
1204	1303	00+59	LC	On Position	ON POSITION - ATC
1303	1306	00+03	****	Available	AVAILABLE NOT ASSIGNED - ATC
1306	1345	00+39	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: **** Time outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	KANZLER, THOMAS (VW)		08 May, 2011 0600	08 May, 2011 1400
Start	Stop	Duration	Position	Task Type	Task Name
0600	0630	00+30	****	Available	AVAILABLE NOT ASSIGNED - ATC
0630	0705	00+35	TRAINING (CBI MEI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MEI REFRESHER ETC.) - ATC
0705	0944	02+39	LC	On Position	ON POSITION - ATC
0944	1022	00+38	****	Available	AVAILABLE NOT ASSIGNED - ATC
1022	1155	01+33	LC	On Position	ON POSITION - ATC
1155	1303	01+08	****	Available	AVAILABLE NOT ASSIGNED - ATC
1303	1306	00+03	LC	On Position	ON POSITION - ATC
1306	1330	00+24	LC	On Position	ON POSITION - ATC
1330	1400	00+30	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: Time Outside shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	LYONE, DANIEL (DL)		08 May, 2011 0600	08 May, 2011 1400
Start	Stop	Duration	Position	Task Type	Task Name
0600	0731	01+31	CD	On Position	ON POSITION - ATC
0731	0803	00+32	****	Available	AVAILABLE NOT ASSIGNED - ATC
0803	0810	00+07	FD	On Position	ON POSITION - ATC
0810	1039	02+29	CD	On Position	ON POSITION - ATC
1039	1118	00+39	****	Available	AVAILABLE NOT ASSIGNED - ATC
1118	1324	02+06	CD	On Position	ON POSITION - ATC
1324	1400	00+36	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	CHOUDHURY, TRALHA (null)		08 May, 2011 0635	08 May, 2011 1435
Start	Stop	Duration	Position	Task Type	Task Name
0635	0705	00+30	****	Available	AVAILABLE NOT ASSIGNED - ATC
0705	0811	01+06	GC	On Position	ON POSITION - ATC
0811	0944	01+33	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
0944	1022	00+38	LC	On Position	ON POSITION - ATC
1022	1039	00+17	****	Available	AVAILABLE NOT ASSIGNED - ATC
1039	1118	00+39	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
1111	1118	00+07	GC	Concurrent	
1118	1204	00+46	GC	On Position	ON POSITION - ATC
1204	1330	01+26	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
1324	1330	00+06	CD	Concurrent	
1330	1402	00+32	CD	On Position	ON POSITION - ATC
1402	1435	00+33	CD	OJT	PROVIDE OJT - ATC
1435	1517	00+42	CD	OJT	PROVIDE OJT - ATC
1517	1546	00+29	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	MORIN, JOSEPH (JM)		08 May, 2011 0943	08 May, 2011 1943
Start	Stop	Duration	Position	Task Type	Task Name
0943	0944	00+01	****	Available	AVAILABLE NOT ASSIGNED - ATC
0944	1111	01+27	GC	On Position	ON POSITION - ATC
1111	1204	00+53	****	Available	AVAILABLE NOT ASSIGNED - ATC
1204	1306	01+02	GC	On Position	ON POSITION - ATC
1306	1402	00+56	****	Available	AVAILABLE NOT ASSIGNED - ATC
1402	1440	00+38	GC	On Position	ON POSITION - ATC
1440	1441	00+01	****	Available	AVAILABLE NOT ASSIGNED - ATC
1441	1553	01+12	LC	OJTDEV	RECEIVE OJT - ATC
1553	1614	00+21	****	Available	AVAILABLE NOT ASSIGNED - ATC
1614	1730	01+16	GC	On Position	ON POSITION - ATC
1730	1800	00+30	****	Available	AVAILABLE NOT ASSIGNED - ATC
1800	1900	01+00	GC	On Position	ON POSITION - ATC
1900	1914	00+14	****	Available	AVAILABLE NOT ASSIGNED - ATC
1914	1940	00+26	GC	On Position	ON POSITION - ATC
Legend: **** Time Outside Shift					



ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT

TODD LUEPKER 05/15/2012

CUMULATIVE POSITION TIME

Facility HPN

Area OPERATIONS

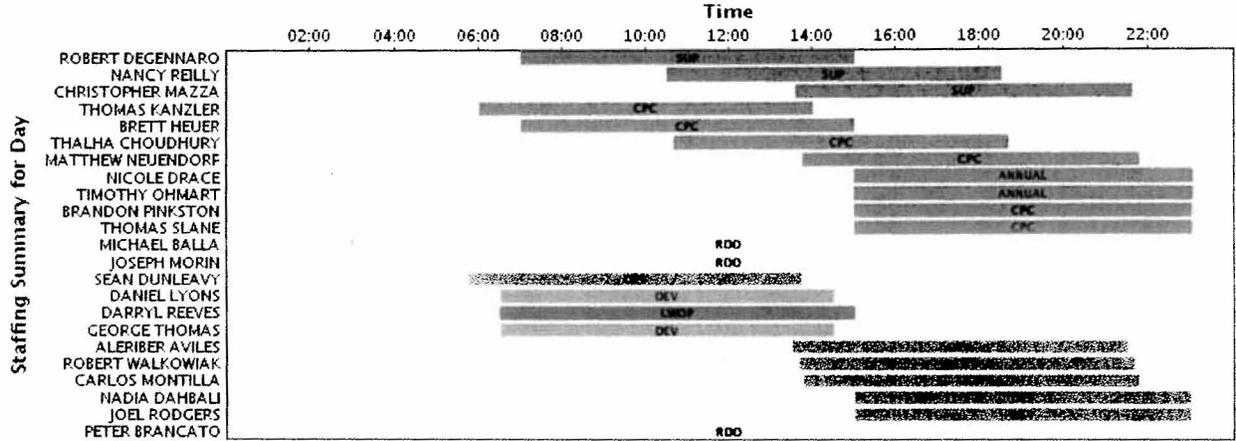
Date 05 Jul, 2011

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OPERATIONS Staffing Summary for 07/05/2011

Legend: CPC, SUP, DEV, RDO, ANNUAL, LWOP



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Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	HEUER, BRETT (BH)		05 Jul, 2011 0700	05 Jul, 2011 1500
Start	Stop	Duration	Position	Task Type	Task Name
0700	0709	00+09	****	Available	AVAILABLE NOT ASSIGNED - ATC
0709	0839	01+30	CD	OJT	PROVIDE OJT - ATC
0839	0906	00+27	****	Available	AVAILABLE NOT ASSIGNED - ATC
0906	1134	02+28	LC	On Position	ON POSITION - ATC
1134	1145	00+11	****	Available	AVAILABLE NOT ASSIGNED - ATC
1145	1222	00+37	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
1222	1338	01+16	GC	On Position	ON POSITION - ATC
1338	1341	00+03	GC	OJT	PROVIDE OJT - ATC
1341	1414	00+33	****	Available	AVAILABLE NOT ASSIGNED - ATC
1414	1500	00+46	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPM	OPERATIONS	THOMAS, GEORGE (GT)		05 Jul, 2011 0630	05 Jul, 2011 1430
Start	Stop	Duration	Position	Task Type	Task Name
0630	0635	00+05	****	Available	AVAILABLE NOT ASSIGNED - ATC
0635	0636	00+01	GC	OJTDEV	RECEIVE OJT - ATC
0636	0637	00+01	****	Available	AVAILABLE NOT ASSIGNED - ATC
0637	0709	00+32	CD	OJTDEV	RECEIVE OJT - ATC
0709	0839	01+30	CD	OJTDEV	RECEIVE OJT - ATC
0839	0915	00+36	****	Available	AVAILABLE NOT ASSIGNED - ATC
0915	1115	02+00	TRAINING (CBI MBI REPRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REPRESHER ETC.) - ATC
1115	1147	00+32	CD	OJTDEV	RECEIVE OJT - ATC
1147	1148	00+01	****	Available	AVAILABLE NOT ASSIGNED - ATC
1148	1430	02+42	TRAINING (CBI MBI REPRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REPRESHER ETC.) - ATC
Legend: ... Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	LYONS, DANIEL (DL)		05 Jul, 2011 0630	05 Jul, 2011 1430
Start	Stop	Duration	Position	Task Type	Task Name
0630	0635	00+05	GC	On Position	ON POSITION - ATC
0635	0636	00+01	****	Available	AVAILABLE NOT ASSIGNED - ATC
0636	0637	02+01	GC	On Position	ON POSITION - ATC
0637	0905	00+28	****	Available	AVAILABLE NOT ASSIGNED - ATC
0905	1057	01+52	CD	On Position	ON POSITION - ATC
1057	1138	00+41	****	Available	AVAILABLE NOT ASSIGNED - ATC
1138	1222	00+44	GC	On Position	ON POSITION - ATC
1222	1229	00+07	****	Available	AVAILABLE NOT ASSIGNED - ATC
1229	1430	02+01	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPS	OPERATIONS	DUNLEAVY, SEAN (SD)		05 Jul, 2011 0545	05 Jul, 2011 1345
Start	Stop	Duration	Position	Task Type	Task Name
0545	0600	00+15	****	Available	AVAILABLE NOT ASSIGNED - ATC
0600	0630	00+30	GC	Concurrent	
0600	0630	00+30	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
0630	0635	00+05	CD	On Position	ON POSITION - ATC
0635	0636	00+01	GC	OJT	PROVIDE OJT - ATC
0636	0637	00+01	CD	On Position	ON POSITION - ATC
0637	0709	00+32	CD	OJT	PROVIDE OJT - ATC
0709	0731	00+22	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
0731	0734	00+03	LC	On Position	ON POSITION - ATC
0734	0757	00+23	LC	Concurrent	
0734	0757	00+23	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
0757	0906	01+09	LC	On Position	ON POSITION - ATC
0906	1144	02+38	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
1057	1115	00+18	CD	Concurrent	
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	KANZLER, THOMAS (VW)		05 Jul, 2011 0600	05 Jul, 2011 1400
Start	Stop	Duration	Position	Task Type	Task Name
0600	0630	00+30	LC	On Position	ON POSITION - ATC
0630	0709	00+39	LC	Concurrent	
0630	0709	00+39	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
0709	0731	00+22	LC	On Position	ON POSITION - ATC
0731	0734	00+03	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
0734	0757	00+23	****	Available	AVAILABLE NOT ASSIGNED - ATC
0757	0906	01+09	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
0837	0906	00+29	GC	Concurrent	
0906	1050	01+44	GC	On Position	ON POSITION - ATC
1050	1134	00+44	****	Available	AVAILABLE NOT ASSIGNED - ATC
1134	1225	00+51	LC	On Position	ON POSITION - ATC
1225	1229	00+04	****	Available	AVAILABLE NOT ASSIGNED - ATC
1229	1400	01+31	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	DEGRNKARO, ROBERT (BD)		05 Jul, 2011 0700	05 Jul, 2011 1500
Start	Stop	Duration	Position	Task Type	Task Name
0700	0751	00+51	****	Available	AVAILABLE NOT ASSIGNED - MGT
0751	1144	03+53	ADMINISTRATIVE ACTIVITIES - MGT	Other Duties	ADMINISTRATIVE ACTIVITIES - MGT
1144	1420	02+36	WSCIC	Watch Desk	WATCH SUPERVISION - MGT
1147	1350	02+03	CD	Concurrent	
1420	1500	00+40	****	Available	AVAILABLE NOT ASSIGNED - MGT
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	REILLY, NANCY (NG)		05 Jul, 2011 1030	05 Jul, 2011 1630
Start	Stop	Duration	Position	Task Type	Task Name
1030	1130	01+00	****	Available	AVAILABLE NOT ASSIGNED - MGT
1130	1210	00+40	ADMINISTRATIVE ACTIVITIES - MGT	Other Duties	ADMINISTRATIVE ACTIVITIES - MGT
1210	1225	00+15	****	Available	AVAILABLE NOT ASSIGNED - MGT
1225	1356	01+31	LC	On Position	ON POSITION - MGT
1356	1420	00+24	****	Available	AVAILABLE NOT ASSIGNED - MGT
1420	1531	01+11	WSCIC	Watch Desk	WATCH SUPERVISION - MGT
1531	1550	00+19	****	Available	AVAILABLE NOT ASSIGNED - MGT
1550	1630	02+40	ADMINISTRATIVE ACTIVITIES - MGT	Other Duties	ADMINISTRATIVE ACTIVITIES - MGT
Legend: . Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	LYONS, DANIEL (DL)		29 Jul, 2011 1330	29 Jul, 2011 2130
Start	Stop	Duration	Position	Task Type	Task Name
1330	1334	00+04	****	Available	AVAILABLE NOT ASSIGNED - ATC
1334	1420	00+46	GC	On Position	ON POSITION - ATC
1420	1421	00+01	****	Available	AVAILABLE NOT ASSIGNED - ATC
1421	1510	00+49	LC	OJTDEV	RECEIVE OJT - ATC
1510	1511	00+01	****	Available	AVAILABLE NOT ASSIGNED - ATC
1511	1553	00+42	# PRE/POST POSITION BRIEFING - ATC	Other Duties	# PRE/POST POSITION BRIEFING - ATC
1553	1558	00+05	****	Available	AVAILABLE NOT ASSIGNED - ATC
1558	1643	00+45	CD	On Position	ON POSITION - ATC
1643	1701	00+18	****	Available	AVAILABLE NOT ASSIGNED - ATC
1701	1832	01+31	LC	OJTDEV	RECEIVE OJT - ATC
1832	1856	00+24	****	Available	AVAILABLE NOT ASSIGNED - ATC
1856	2006	01+10	GC	On Position	ON POSITION - ATC
2006	2027	00+21	****	Available	AVAILABLE NOT ASSIGNED - ATC
2027	2110	00+43	GC	On Position	ON POSITION - ATC
Legend: . . . Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	ELANE, THOMAS (TS)		29 Jul, 2011 0700	29 Jul, 2011 1500
Start	Stop	Duration	Position	Task Type	Task Name
0700	0714	00+14	****	Available	AVAILABLE NOT ASSIGNED - ATC
0714	0833	01+19	CD	On Position	ON POSITION - ATC
0833	0903	00+30	****	Available	AVAILABLE NOT ASSIGNED - ATC
0903	0954	00+51	GC	On Position	ON POSITION - ATC
0954	1029	00+35	****	Available	AVAILABLE NOT ASSIGNED - ATC
1029	1140	01+11	CD	On Position	ON POSITION - ATC
1140	1226	00+46	****	Available	AVAILABLE NOT ASSIGNED - ATC
1226	1334	01+08	CD	On Position	ON POSITION - ATC
1334	1420	00+46	****	Available	AVAILABLE NOT ASSIGNED - ATC
1420	1448	00+28	GC	On Position	ON POSITION - ATC
1448	1500	00+12	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: **** Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	DRACE, NICOLE (NL)		29 Jul, 2011 1000	29 Jul, 2011 1800
Start	Stop	Duration	Position	Task Type	Task Name
1000	1012	00+12	LEAVE	Other Duties	Leave
1012	1015	00+03	****	Available	AVAILABLE NOT ASSIGNED - ATC
1015	1018	00+03	GC	On Position	ON POSITION - ATC
1018	1112	00+54	LC	On Position	ON POSITION - ATC
1112	1200	00+48	****	Available	AVAILABLE NOT ASSIGNED - ATC
1200	1225	00+25	GC	On Position	ON POSITION - ATC
1225	1226	00+01	LC	On Position	ON POSITION - ATC
1226	1333	01+07	LC	OJT	PROVIDE OJT - ATC
1333	1341	00+08	****	Available	AVAILABLE NOT ASSIGNED - ATC
1341	1530	01+49	MSCIC	CIC	CONTROLLER IN CHARGE - ATC
1530	1553	00+23	****	Available	AVAILABLE NOT ASSIGNED - ATC
1553	1555	00+02	GC	On Position	ON POSITION - ATC
1555	1659	01+04	GC	OJT	PROVIDE OJT - ATC
1659	1701	00+02	GC	On Position	ON POSITION - ATC
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	MORIN, JOSEPH (JM)		29 Jul, 2011 1040	29 Jul, 2011 1840
Start	Stop	Duration	Position	Task Type	Task Name
1040	1109	00+29	****	Available	AVAILABLE NOT ASSIGNED - ATC
1109	1200	00+51	GC	On Position	ON POSITION - ATC
1200	1300	01+00	****	Available	AVAILABLE NOT ASSIGNED - ATC
1300	1310	00+10	GC	On Position	ON POSITION - ATC
1310	1334	00+24	****	Available	AVAILABLE NOT ASSIGNED - ATC
1334	1423	00+49	CD	On Position	ON POSITION - ATC
1423	1448	00+25	****	Available	AVAILABLE NOT ASSIGNED - ATC
1448	1553	01+05	GC	On Position	ON POSITION - ATC
1553	1643	00+50	****	Available	AVAILABLE NOT ASSIGNED - ATC
1643	1803	01+20	CD	On Position	ON POSITION - ATC
1803	1840	00+37	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: **** Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	DUNLEAVY, SEAN (SD)		29 Jul, 2011 1330	29 Jul, 2011 2130
Start	Stop	Duration	Position	Task Type	Task Name
1330	1333	00+03	****	Available	AVAILABLE NOT ASSIGNED - ATC
1333	1421	00+48	LC	On Position	ON POSITION - ATC
1421	1510	00+49	LC	OJT	PROVIDE OJT - ATC
1510	1512	00+02	****	Available	AVAILABLE NOT ASSIGNED - ATC
1512	1553	00+41	# PRE/POST POSITION BRIEFING - ATC	Other Duties	# PRE/POST POSITION BRIEFING - ATC
1553	1611	00+18	****	Available	AVAILABLE NOT ASSIGNED - ATC
1611	1659	00+48	LC	On Position	ON POSITION - ATC
1659	1743	00+44	****	Available	AVAILABLE NOT ASSIGNED - ATC
1743	1856	01+13	GC	On Position	ON POSITION - ATC
1856	1930	00+34	****	Available	AVAILABLE NOT ASSIGNED - ATC
1930	2059	01+29	CD	On Position	ON POSITION - ATC
2059	2130	00+31	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: Time Outside Shift					



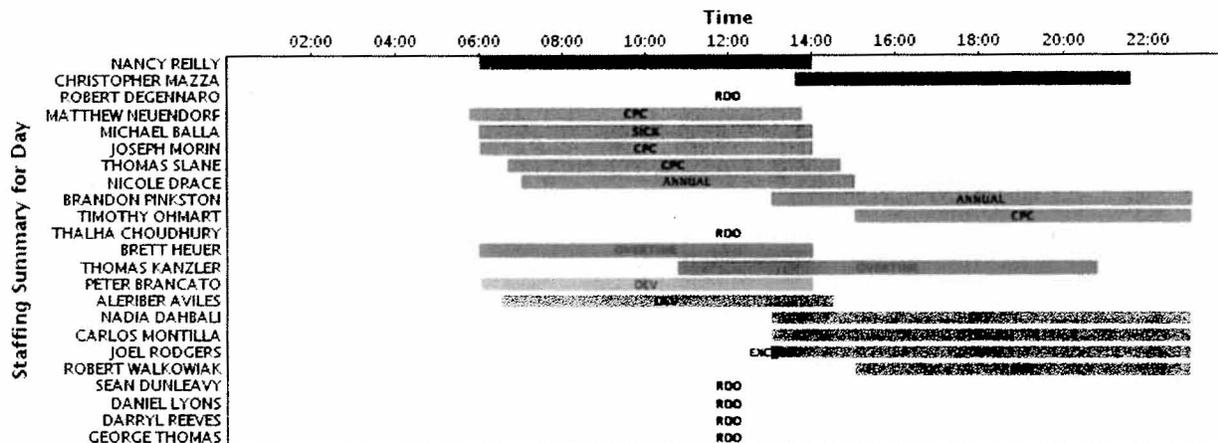
ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT TODD LUEPKER 07/26/2012

CUMULATIVE POSITION TIME

Facility HPN Area OPERATIONS Date 07 Aug, 2011 Get Report Emergency Evacuation Roster

OPERATIONS Staffing Summary for 08/07/2011

CPC SUP DEV RDO OVERTIME ANNUAL SICK EXCUSED



User's Guide Release 5.1 9-ava-atoit-nsoc@faa.gov 1-800-404-1159 (Option 4)



Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	DUNLEAVY, SEAN (SD)		19 Mar, 2012 1400	19 Mar, 2012 2200
Start	Stop	Duration	Position	Task Type	Task Name
1400	1413	00+13	****	Available	AVAILABLE NOT ASSIGNED - ATC
1413	1503	00+50	LC	On Position	ON POSITION - ATC
1503	1557	00+54	****	Available	AVAILABLE NOT ASSIGNED - ATC
1557	1632	00+35	CD	On Position	ON POSITION - ATC
1632	1717	00+45	****	Available	AVAILABLE NOT ASSIGNED - ATC
1717	1802	00+45	GC	On Position	ON POSITION - ATC
1802	1851	00+49	****	Available	AVAILABLE NOT ASSIGNED - ATC
1851	1950	00+59	LC	On Position	ON POSITION - ATC
1950	2043	00+53	****	Available	AVAILABLE NOT ASSIGNED - ATC
2043	2128	00+45	GC	On Position	ON POSITION - ATC
2128	2200	00+32	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: **** Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	MALCOTT, WYCLIFFE (NW)		19 Mar, 2012 1300	19 Mar, 2012 2300
Start	Stop	Duration	Position	Task Type	Task Name
1300	1307	00+07	****	Available	AVAILABLE NOT ASSIGNED - ATC
1307	1403	00+56	WSCIC	CIC	CONTROLLER IN CHARGE - ATC
1402	1403	00+01	GC	Concurrent	
1403	1417	00+14	GC	On Position	ON POSITION - ATC
1417	1451	00+34	****	Available	AVAILABLE NOT ASSIGNED - ATC
1451	1538	00+47	OJT BRIEFINGS/MEETINGS - ATC	Other Duties	OJT BRIEFINGS/MEETINGS - ATC
1538	1617	00+39	****	Available	AVAILABLE NOT ASSIGNED - ATC
1617	1717	01+00	GC	On Position	ON POSITION - ATC
1717	1750	00+33	****	Available	AVAILABLE NOT ASSIGNED - ATC
1750	1802	00+12	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
1802	1804	00+02	****	Available	AVAILABLE NOT ASSIGNED - ATC
1804	1851	00+47	LC	On Position	ON POSITION - ATC
1851	1935	00+44	****	Available	AVAILABLE NOT ASSIGNED - ATC
1935	2005	00+30	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
Legend: Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	DEGENARO, ROBERT (BD)		18 Jun, 2011 0700	18 Jun, 2011 1500
Start	Stop	Duration	Position	Task Type	Task Name
0700	0715	00+15	LEAVE	Other Duties	Leave
0715	0735	00+20	****	Available	AVAILABLE NOT ASSIGNED - MGT
0735	1025	02+50	ADMINISTRATIVE ACTIVITIES - MGT	Other Duties	ADMINISTRATIVE ACTIVITIES - MGT
1025	1128	01+03	WSCIC	Watch Desk	WATCH SUPERVISION - MGT
1128	1310	01+42	TRAINING (CBI MBI REFRESHER ETC.) - MGT	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - MGT
1310	1500	01+50	WSCIC	Watch Desk	WATCH SUPERVISION - MGT
1500	1642	01+42	WSCIC	Watch Desk	WATCH SUPERVISION - MGT
1642	1700	00+18	****	Available	AVAILABLE NOT ASSIGNED - MGT
Legend: Time outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	AVILES, ALEJIBER (AA)		18 Jun, 2011 0600	18 Jun, 2011 1600
Start	Stop	Duration	Position	Task Type	Task Name
0600	0835	02+35	****	Available	AVAILABLE NOT ASSIGNED - ATC
0837	0920	00+43	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
0920	1034	01+14	CD	OJTDEV	RECEIVE OJT - ATC
1034	1129	00+55	****	Available	AVAILABLE NOT ASSIGNED - ATC
1129	1600	04+31	TRAINING (CBI MBI REFRESHER ETC.) - ATC	Other Duties	TRAINING (CBI MBI REFRESHER ETC.) - ATC
Legend: ☉ Time Outside Shift					

Shift Details					
Facility	Area	Name		Shift Start	Shift End
HPN	OPERATIONS	KANZLER, THOMAS (VW)		18 Jun, 2011 0638	18 Jun, 2011 1438
Start	Stop	Duration	Position	Task Type	Task Name
0638	0650	00+12	****	Available	AVAILABLE NOT ASSIGNED - ATC
0650	0729	00+39	LC	On Position	ON POSITION - ATC
0729	0804	00+35	****	Available	AVAILABLE NOT ASSIGNED - ATC
0804	0913	01+09	GC	On Position	ON POSITION - ATC
0913	1000	00+47	****	Available	AVAILABLE NOT ASSIGNED - ATC
1000	1102	01+02	LC	On Position	ON POSITION - ATC
1102	1148	00+46	****	Available	AVAILABLE NOT ASSIGNED - ATC
1148	1224	00+36	CD	On Position	ON POSITION - ATC
1224	1226	00+02	****	Available	AVAILABLE NOT ASSIGNED - ATC
1226	1244	00+18	GC	On Position	ON POSITION - ATC
1244	1329	00+45	****	Available	AVAILABLE NOT ASSIGNED - ATC
1329	1433	01+04	CD	On Position	ON POSITION - ATC
1433	1438	00+05	****	Available	AVAILABLE NOT ASSIGNED - ATC
Legend: **** Time Outside Shift					

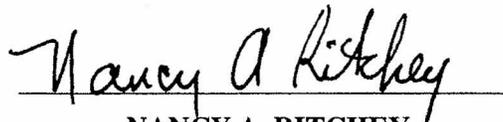
Appendix C

FORM CD-64
(REVISED)
Prescribed By
D.A.O. 201-17

U. S. DEPARTMENT OF COMMERCE

Asheville, N.C.

I CERTIFY that the attached are authentic and true copies of meteorological records on file in the NATIONAL CLIMATIC DATA CENTER, ASHEVILLE, NORTH CAROLINA.



Nancy A. Ritchey

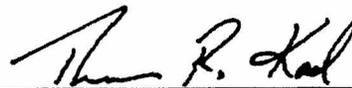
NANCY A. RITCHEY
RECORDS CUSTODIAN
DATA ADMINISTRATOR
(Official Title)

.....

I HEREBY CERTIFY that NANCY A. RITCHEY, RECORDS CUSTODIAN, who signed the foregoing certificate, is now, and was at the time of signing, DATA ADMINISTRATOR, NATIONAL CLIMATIC DATA CENTER, and that full faith and credit should be given his certificate as such. I further state that I am the person to whom the said custodian reports.

IN WITNESS WHEREOF, I have hereunto
subscribed my name and caused the
seal of the Department of Commerce
to be affixed
on this date: JUN 06 2012

For the SECRETARY OF COMMERCE:



Thomas R. Karl

THOMAS R. KARL
DIRECTOR
NATIONAL CLIMATIC DATA CENTER
(Certifying Officer)



NWS SRRS PRODUCTS FOR:
2011072900 to 2011073006

SAUS70 KWBC 290000

KHPN 282356Z 15004KT 10SM SCT065 BKN120 24/18 A3001 RM
T02440183 10283 20244 58002=

SAUS70 KWBC 290100

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SAUS70 KWBC 290200

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SAUS70 KWBC 290300

KHPN 290256Z 00000KT 10SM FEW045 BKN070 23/19 A3003 RM
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KHPN 291656Z 15004KT 2SM HZ BKN005 OVC010 24/22 A2993 1
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KHPN 291756Z 18003KT 4SM BR BKN015 OVC021 25/22 A2992 1
SLP125 60003 T02500217 10256 20211 56016=

SAUS70 KWBC 291900

KHPN 291856Z 14005KT 6SM HZ BKN018 BKN024 27/22 A2990 1
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KHPN 291956Z 15005KT 6SM HZ BKN015 OVC020 26/22 A2987 1
SLP109 T02610222=

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T02720228=

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KHPN 300032Z 16004KT 2 1/2SM BR BKN005 BKN010 BKN060 24
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NWS SRRS PRODUCTS FOR:
2011080700 to 2011080806

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SAUS70 KWBC 080000

KHPN 072356Z 19003KT 7SM HZ BKN080 27/23 A2957 RMK AO2
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KHPN 080556Z 00000KT 6SM BR SCT060 22/21 A2953 RMK AO2
60011 T02170206 10272 20217 58011=

8/7/11

Time (EDT)	Temp.	Heat Index	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust Speed	Precip	Events	Conditions
12:56 AM	72.0 °F	-	68.0 °F	87%	29.84 in	4.0 mi	South	8.1 mph	20.7 mph	0.04 in	Rain	Light Rain
METAR KHPN 070456Z 17007G18KT 4SM -RA BR FEW024 OVC060 22/20 A2986 RMK AO2 SLP105 P0004 T02220200 402780211												
1:28 AM	71.6 °F	-	69.8 °F	94%	29.85 in	8.0 mi	South	4.6 mph	-	0.00 in	Rain	Light Rain
SPECI KHPN 070528Z 17004KT 8SM -RA FEW005 OVC070 22/21 A2985 RMK AO2 RAE0458B22 P0000												
1:56 AM	73.0 °F	-	71.1 °F	93%	29.82 in	4.0 mi	South	5.8 mph	-	0.01 in	Rain	Light Rain
METAR KHPN 070556Z 17005KT 4SM -RA BR BKN005 BKN010 23/22 A2984 RMK AO2 RAE0458B22 SLP098 P0001 60025 T02280217 10228 20211 58019												
2:56 AM	73.0 °F	-	71.1 °F	93%	29.79 in	4.0 mi	South	5.8 mph	-	0.12 in	Rain	Rain
METAR KHPN 070656Z 17005KT 4SM RA BR BKN005 OVC019 23/22 A2981 RMK AO2 SLP088 P0012 T02280217												
3:56 AM	73.0 °F	-	71.1 °F	93%	29.78 in	4.0 mi	SSE	6.9 mph	-	0.08 in		Overcast
METAR KHPN 070756Z 16006KT 4SM BR SCT019 OVC027 23/22 A2979 RMK AO2 RAE56 SLP082 P0008 T02280217												
4:56 AM	73.0 °F	-	71.1 °F	93%	29.76 in	6.0 mi	SE	4.6 mph	-	0.04 in	Rain	Light Rain
METAR KHPN 070856Z 14004KT 6SM -RA BR OVC015 23/22 A2977 RMK AO2 RAB08 SLP076 P0004 60024 T02280217 56022												
5:56 AM	73.0 °F	-	71.1 °F	93%	29.75 in	2.5 mi	South	4.6 mph	-	0.13 in	Rain	Light Rain
METAR KHPN 070956Z 17004KT 2 1/2SM -RA BR BKN006 OVC015 23/22 A2976 RMK AO2 SLP072 P0043 T02280217												
6:56 AM	73.9 °F	-	72.0 °F	93%	29.73 in	1.5 mi	South	4.6 mph	-	0.16 in	Rain	Light Rain
METAR KHPN 071056Z 19004KT 1 1/2SM -RA BR BKN006 OVC015 23/22 A2974 RMK AO2 SLP066 P0016 T02330222												
7:56 AM	73.9 °F	-	72.0 °F	93%	29.72 in	2.5 mi	South	4.6 mph	-	0.06 in	Rain	Light Rain
METAR KHPN 071156Z 19004KT 2 1/2SM -RA BR BKN006 OVC015 23/22 A2973 RMK AO2 SLP062 P0006 60059 70093 T02330222 10233 20222 56014												
8:54 AM	75.2 °F	-	73.4 °F	94%	29.71 in	1.2 mi	Variable	4.6 mph	-	0.04 in	Rain	Rain
SPECI KHPN 071254Z VRB04KT 1 1/4SM RA BR BKN004 OVC012 24/23 A2971 RMK AO2 P0004												
8:56 AM	75.0 °F	-	73.0 °F	94%	29.70 in	1.2 mi	South	5.8 mph	-	0.04 in	Rain	Rain
METAR KHPN 071256Z 18005KT 1 1/4SM RA BR BKN004 OVC012 24/23 A2971 RMK AO2 SLP056 P0004 T02390228												
9:56 AM	75.9 °F	-	73.0 °F	91%	29.70 in	6.0 mi	Calm	Calm	-	0.02 in		Overcast
METAR KHPN 071356Z 00000KT 6SM BR BKN009 OVC015 24/23 A2972 RMK AO2 RAE17 SLP057 P0002 T02440228												
10:36 AM	77.0 °F	-	73.4 °F	89%	29.71 in	8.0 mi	West	6.9 mph	-	N/A		Mostly Cloudy
SPECI KHPN 071436Z 26006KT 8SM BKN015 25/23 A2971 RMK AO2												
10:56 AM	78.1 °F	-	73.0 °F	84%	29.70 in	8.0 mi	WSW	9.2 mph	-	N/A		Mostly Cloudy
METAR KHPN 071456Z 24008KT 8SM BKN015 26/23 A2971 RMK AO2 SLP055 60006 T02560228 56007												
11:56 AM	81.0 °F	85.2 °F	72.0 °F	74%	29.68 in	10.0 mi	Variable	6.9 mph	-	N/A		Mostly Cloudy
METAR KHPN 071556Z VRB06KT 10SM BKN019 BKN029 27/22 A2970 RMK AO2 SLP050 T02720222												
12:56 PM	84.0 °F	89.6 °F	72.0 °F	67%	29.66 in	9.0 mi	Variable	3.5 mph	-	N/A		Mostly Cloudy
METAR KHPN 071656Z VRB03KT 9SM BKN027 29/22 A2968 RMK AO2 SLP042 T02890222												
1:56 PM	84.0 °F	88.4 °F	70.0 °F	63%	29.64 in	6.0 mi	WSW	8.1 mph	-	N/A		Haze
METAR KHPN 071756Z 24007KT 6SM HZ BKN030 29/21 A2966 RMK AO2 SLP036 60006 T02890211 10300 20233 58017												
2:56 PM	84.9 °F	89.4 °F	70.0 °F	61%	29.62 in	6.0 mi	Variable	3.5 mph	-	N/A		Haze

CRITICAL AREA

History for White Plains, NY

Friday, July 29, 2011

Friday, July 29, 2011

« Previous Day July 29 2011 View Next Day »

Daily Weekly Monthly Custom

	Actual	Average	Record
Temperature			
Mean Temperature	76 °F	-	
Max Temperature	82 °F	80 °F	93 °F (2002)
Min Temperature	71 °F	63 °F	56 °F (1977)
Cooling Degree Days	11		
Growing Degree Days	26 (Base 50)		
Moisture			
Dew Point	71 °F		
Average Humidity	87		
Maximum Humidity	96		
Minimum Humidity	74		
Precipitation			
Precipitation	0.89 in	-	- ()
Sea Level Pressure			
Sea Level Pressure	29.89 in		
Wind			
Wind Speed	3 mph (SSE)		
Max Wind Speed	29 mph		
Max Gust Speed	36 mph		
Visibility	4 miles		
Events	Rain , Thunderstorm		

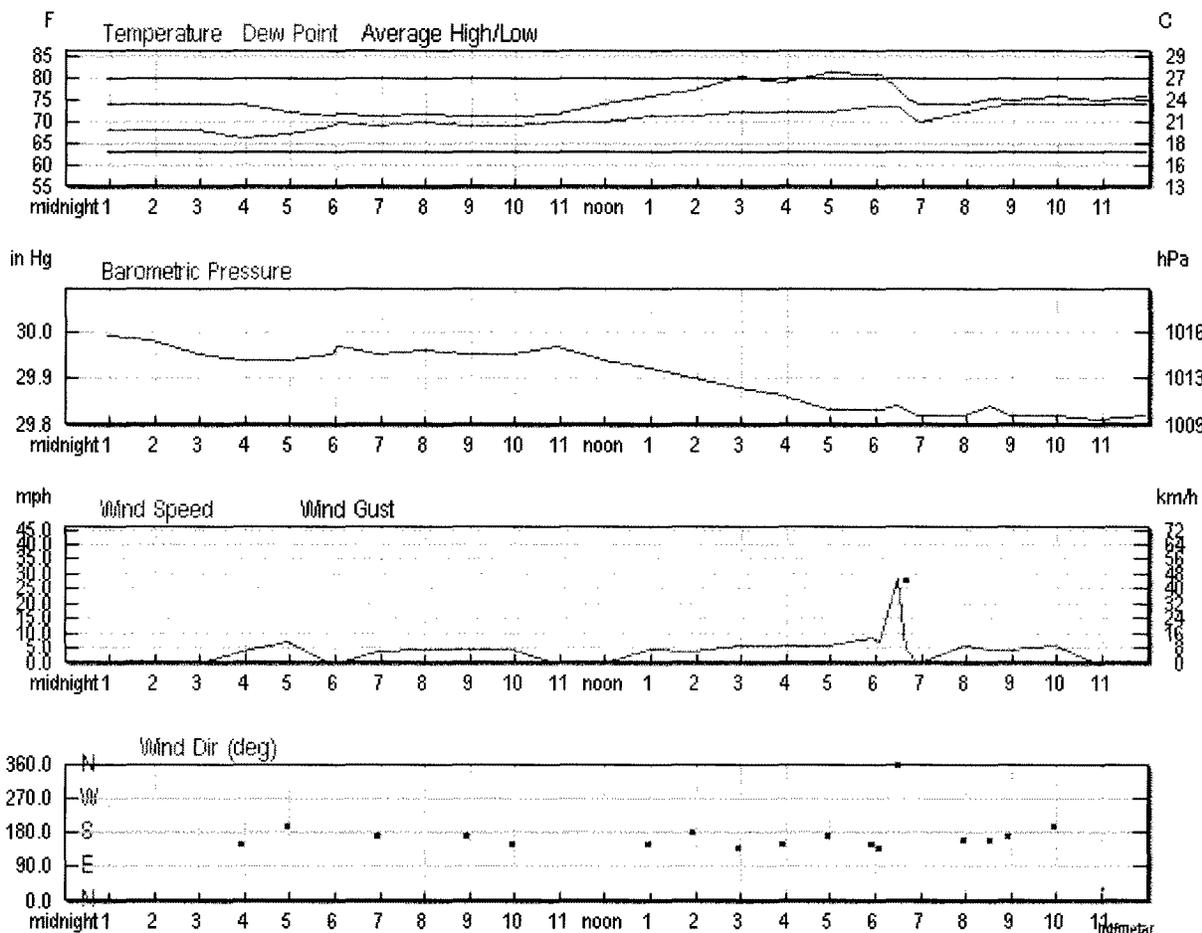
Averages and records for this station are not official NWS values.

Click here for data from the nearest station with official NWS data (KLGA).

T = Trace of Precipitation, **MM** = Missing Value

Source: NWS Daily Summary

Seasonal Weather Averages



Certify This Report

Hourly Observations

Time (EDT)	Temp.	Heat Index	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust
12:56 AM	73.9 °F	-	68.0 °F	82%	29.99 in	10.0 mi	Calm	Calm	-
METAR KHPN 290456Z 00000KT 10SM BKN055 BKN070 23/20 A3001 RMK AO2 SLP156 T02330200 402830189									
1:56 AM	73.9 °F	-	68.0 °F	82%	29.98 in	10.0 mi	Calm	Calm	-
METAR KHPN 290556Z 00000KT 10SM OVC041 23/20 A3000 RMK AO2 SLP151 T02330200 10239 20228 58011									
2:56 AM	73.9 °F	-	68.0 °F	82%	29.95 in	10.0 mi	Calm	Calm	-
METAR KHPN 290656Z 00000KT 10SM BKN043 23/20 A2997 RMK AO2 SLP142 T02330200									
3:56 AM	73.9 °F	-	66.0 °F	76%	29.94 in	10.0 mi	SSE	3.5 mph	-
METAR KHPN 290756Z 15003KT 10SM BKN047 23/19 A2995 RMK AO2 SLP136 T02330189									
4:56 AM	72.0 °F	-	66.9 °F	84%	29.94 in	8.0 mi	SSW	6.9 mph	-

Show Hourly Obs Only | Hide full METARS | METAR FAQ | Comma Delimited File

Time (EDT)	Temp.	Heat Index	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust
METAR KHPN 290856Z 20006KT 8SM -RA BKN040 22/19 A2996 RMK AO2 RAB46 SLP137 P0000 60000 T02220194 55014									
5:56 AM	71.1 °F	-	69.1 °F	93%	29.95 in	3.0 mi	Calm	Calm	-
METAR KHPN 290956Z 00000KT 3SM -RA BR SCT004 BKN012 OVC033 22/21 A2997 RMK AO2 RAE24B44 SLP142 P0001 T021702									
6:03 AM	71.6 °F	-	69.8 °F	94%	29.97 in	1.0 mi	Calm	Calm	-
SPECI KHPN 291003Z 00000KT 1SM -RA BR BKN004 BKN012 OVC033 22/21 A2997 RMK AO2 P0000									
6:56 AM	71.1 °F	-	69.1 °F	93%	29.95 in	1.0 mi	South	3.5 mph	-
METAR KHPN 291056Z 17003KT 1SM -RA BR VV002 22/21 A2997 RMK AO2 SLP142 P0002 T02170206									
7:56 AM	71.6 °F	-	69.8 °F	94%	29.96 in	1.0 mi	Variable	4.6 mph	-
METAR KHPN 291156Z VRB04KT 1SM BR BKN004 OVC010 22/21 A2996									
8:56 AM	71.1 °F	-	69.1 °F	93%	29.95 in	1.0 mi	South	4.6 mph	-
METAR KHPN 291256Z 17004KT 1SM BR BKN002 OVC010 22/21 A2996 RMK AO2 RAB09E46 SLP140 P0002 T02170206									
9:56 AM	71.1 °F	-	69.1 °F	93%	29.95 in	2.0 mi	SSE	4.6 mph	-
METAR KHPN 291356Z 15004KT 2SM BR BKN002 OVC010 22/21 A2996 RMK AO2 SLP141 P0001 T02170206									
10:56 AM	71.6 °F	-	69.8 °F	94%	29.97 in	2.0 mi	Calm	Calm	-
METAR KHPN 291456Z 00000KT 2SM BR BKN002 OVC010 22/21 A2997									
11:56 AM	73.9 °F	-	70.0 °F	87%	29.94 in	2.0 mi	Calm	Calm	-
METAR KHPN 291556Z 00000KT 2SM BR BKN005 OVC010 23/21 A2995 RMK AO2 SLP137 T02330211									
12:56 PM	75.9 °F	-	71.1 °F	85%	29.92 in	2.0 mi	SSE	4.6 mph	-
METAR KHPN 291656Z 15004KT 2SM HZ BKN005 OVC010 24/22 A2993 RMK AO2 SLP131 T02440217									
1:56 PM	77.0 °F	-	71.1 °F	82%	29.90 in	4.0 mi	South	3.5 mph	-
METAR KHPN 291756Z 18003KT 4SM BR BKN015 OVC021 25/22 A2992 RMK AO2 SLP125 60003 T02500217 10256 20211 56016									
2:56 PM	80.1 °F	83.8 °F	72.0 °F	76%	29.88 in	6.0 mi	SE	5.8 mph	-
METAR KHPN 291856Z 14005KT 6SM HZ BKN018 BKN024 27/22 A2990 RMK AO2 SLP117 T02670222									
3:56 PM	79.0 °F	-	72.0 °F	79%	29.86 in	6.0 mi	SSE	5.8 mph	-
METAR KHPN 291956Z 15005KT 6SM HZ BKN015 OVC020 26/22 A2987 RMK AO2 SLP109 T02610222									
4:56 PM	81.0 °F	85.2 °F	72.0 °F	74%	29.83 in	6.0 mi	South	5.8 mph	-
METAR KHPN 292056Z 17005KT 6SM HZ FEW020 27/22 A2985 RMK AO2 SLP101 T02720222 56023									
5:56 PM	80.6 °F	85.4 °F	73.4 °F	79%	29.83 in	6.0 mi	SSE	8.1 mph	-
METAR KHPN 292156Z 15007KT 6SM HZ BKN035 27/23 A2983									
6:04 PM	80.6 °F	85.4 °F	73.4 °F	79%	29.83 in	6.0 mi	SE	6.9 mph	-

1421

1510

Show Hourly Obs Only | Hide full METARS | METAR FAQ | Comma Delimited File

Time (EDT)	Temp.	Heat Index	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust
SPECI KHPN 292204Z COR 14006KT 6SM TS HZ BKN035 27/23 A2983 RMK AO2 TSB04 VCTS NW MOV SE									
6:30 PM	77.0 °F	-	73.4 °F	89%	29.84 in	0.8 mi	North	28.8 mph	35.7
SPECI KHPN 292230Z 36025G31KT 3/4SM TSRA BR VV002 25/23 A2984 RMK AO2 PK WND 36031/2229 TSB04RAB25 OCNL LTGI P0002									
6:41 PM	75.2 °F	-	71.6 °F	89%	29.83 in	0.8 mi	Variable	4.6 mph	27.6
SPECI KHPN 292241Z VRB04G24KT 3/4SM TSRA BR VV002 24/22 A2983 RMK AO2 PK WND 34033/2231 WSHFT 2221 TSB04RAE NW MOV SE P0010									
6:56 PM	73.9 °F	-	70.0 °F	87%	29.82 in	2.0 mi	Calm	Calm	-
METAR KHPN 292256Z 00000KT 2SM BR FEW010 BKN020 BKN090 23/21 A2983 RMK AO2 PK WND 34033/2231 WSHFT 2221 TSE LTGICCGCC TS OHD NW MOV SE P0019 T02330211									
7:56 PM	73.9 °F	-	72.0 °F	93%	29.82 in	5.0 mi	SSE	5.8 mph	-
METAR KHPN 292356Z AUTO 16005KT 5SM BR BKN015 BKN090 23/22 A2984 RMK AO2 SLP098 P0020 60039 T02330222 10278 2									
8:02 PM	75.2 °F	-	73.4 °F	94%	29.84 in	2.5 mi	SSE	4.6 mph	-
SPECI KHPN 300032Z 16004KT 2 1/2SM BR BKN005 BKN010 BKN060 24/23 A2984 RMK AO2 P0011									
8:56 PM	75.0 °F	-	73.9 °F	96%	29.82 in	2.5 mi	South	4.6 mph	-
METAR KHPN 300056Z 17004KT 2 1/2SM BR BKN005 BKN010 BKN060 24/23 A2984 RMK AO2 SLP098 P0017 T02390233									
9:56 PM	75.9 °F	-	73.9 °F	94%	29.82 in	2.5 mi	SSW	5.8 mph	-
METAR KHPN 300156Z 20005KT 2 1/2SM BR BKN005 BKN050 24/23 A2984 RMK AO2 SLP098 P0012 T02440233									
10:56 PM	75.0 °F	-	73.9 °F	96%	29.81 in	2.5 mi	Calm	Calm	-
METAR KHPN 300256Z COR 00000KT 2 1/2SM BR BKN003 BKN007 24/23 A2982 RMK AO2 SLP092 P0010 60039 T02390233 5800									
11:56 PM	75.9 °F	-	73.9 °F	94%	29.82 in	2.5 mi	Calm	Calm	-
METAR KHPN 300356Z 00000KT 2 1/2SM BR BKN003 24/23 A2983 RMK AO2 SLP096 P0005 T02440233									
Show Hourly Obs Only Hide full METARS METAR FAQ Comma Delimited File									

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NORELCO

INTRODUCING
POWERTOUCH
WITH AQUATEC
FOR THE ULTIMATE IN MEN'S SHAVING



BUY NOW

POWERTOUCH WITH AQUATEC
USE DRY OR WET WITH GEL OR FOAM

Appendix D



U. S. Department of Transportation
Federal Aviation Administration

ATCT/ARTCC OJT
INSTRUCTION/EVALUATION REPORT

TC

1. Name: <u>Don Lyons</u>		2. Date: <u>7/29</u>	3. Scenario/Position(s): <u>LC</u>
4. Weather: <input checked="" type="checkbox"/> VFR <input type="checkbox"/> MVFR <input type="checkbox"/> IFR <input type="checkbox"/> Other _____	5. Workload: <input type="checkbox"/> Light <input checked="" type="checkbox"/> Moderate <input type="checkbox"/> Heavy	6. Complexity: <input type="checkbox"/> Not difficult <input checked="" type="checkbox"/> Occasionally Difficult <input type="checkbox"/> Mostly Difficult <input type="checkbox"/> Very Difficult	7. Hours <u>1+30 / 0+06</u>
9. Purpose: <input checked="" type="checkbox"/> OJT <input type="checkbox"/> OJF <input type="checkbox"/> Familiarization Scenario <input type="checkbox"/> Instructional Scenario <input type="checkbox"/> Evaluation Scenario <input type="checkbox"/> Skill Check <input type="checkbox"/> Certification <input type="checkbox"/> Recertification <input type="checkbox"/> Skill Enhancement <input type="checkbox"/> Other			8. Total hours This Position <u>16+26 / 16+32</u>
			10. Routing: <u>NG</u>

11. Performance	Job Task	Job Subtask	Observed	Comment	Satisfactory	Needs Improvement	Unsatisfactory	Simulation Training
Performance	A. Separation	1. Separation is ensured.						
		2. Safety alerts are provided.						
	B. Coordination	3. Performs handoffs/pointouts.						
		4. Required coordinations are performed.						
	C. Control Judgment	5. Good control judgment is applied.						
		6. Priority of duties is understood.						
		7. Positive control is provided.						
		8. Effective traffic flow is maintained.						
	D. Methods and Procedures	9. Aircraft identity is maintained.						
		10. Strip posting is complete/correct.						
		11. Clearance delivery is complete/correct and timely.						
		12. LOAs/directives are adhered to.						
		13. Additional services are provided.						
		14. Rapidly recovers from equipment failures and emergencies.						
		15. Scans entire control environment.						
	E. Equipment	17. Equipment status information is maintained.						
		18. Equipment capabilities are utilized/understood.						
	F. Communication	19. Functions effectively as a radar/tower team member						
		20. Communication is clear and concise.						
		21. Uses prescribed phraseology.						
		22. Makes only necessary transmissions.						
		23. Uses appropriate communications method.						
	G. Other	24. Relief briefings are complete and accurate.						

12. Comments	12A. References
<p>Moderate session with SWAP & RWY change bad weather</p> <p>* Good Job handling the traffic</p> <p>* You tried to launch N928JK jet off RWY 16 with AWF 856A on 6 miles final doing 220 knots. you must ensure separation. AWF 856A received a RA with the GPD208 VFR off RWY 16.</p>	
Signature: _____ Date: <u>7/29/11</u>	
13. Recommendation: <input type="checkbox"/> Certification Skill Check <input type="checkbox"/> Certification <input type="checkbox"/> Continuation of OJT <input type="checkbox"/> Skill Enhancement Training <input type="checkbox"/> Suspension of OJT	
14. Employee's Comments: This report has been discuss with me (Signature) _____ Date: <u>7/29</u>	
15. Certification/Recertification: I certify that this employee meets qualification requirements and is capable of working under general supervision. Signature of Certifier: _____ Date: _____	

Appendix E

Pay Period 16
of 2011

DUNLEAVY, SEAN P Message: Flex Max Shift

Meal Start Meal Stop Adv SL 0 Status: Success Travel Order #

- Employees
- By Office
- HPN-1
 - ADMIN
 - LEMELLE
 - OPERATION
 - SUP 1
 - AVILES
 - BROW
 - DUNLE
 - EDWA
 - KANZL
 - MAZZA
 - MONTI
 - NEUEM
 - RODGI
 - SMITH
 - SUP 2
 - SUP3
 - DAHBA
 - HEUEF
 - LYONS
 - NAGAF
 - NESBI
 - OUTLA
 - REILLY
 - SLANE
 - THOM
 - WALK
- TMC
- Alphabetical
- Inactive
- Pending Approval
- Sent to Castle

Save	Reload	Assigned Shift			Time Outside Shift			Time Not Worked			Optional			EA
Day	CD	Start	Stop	CD	Start	Stop	CD	Start	Stop	TP	CD	Start	Stop	PCT
1 Sun 07/17		05:45	13:45							3	88	06:00	07:47	
1 Sun 07/17										3	88	07:48	10:41	
1 Sun 07/17										3	88	11:34	12:18	
2 Mon 07/18		05:45	13:45							3	88	05:45	11:29	
2 Mon 07/18										3	77	11:30	12:44	
2 Mon 07/18										3	88	12:46	13:08	
3 Tue 07/19		05:45	13:45							3	88	06:00	12:54	
4 Wed 07/20		05:45	13:45							3	88	05:45	10:39	
4 Wed 07/20										3	88	11:26	13:13	
5 Thu 07/21		05:45	13:45							3	88	05:45	13:10	
6 Fri 07/22	9													
7 Sat 07/23	9													
8 Sun 07/24	9													
9 Mon 07/25	9													
10 Tue 07/26		15:00	23:00				02	15:00	23:00					
11 Wed 07/27		13:30	21:30							3	88	14:30	14:43	
11 Wed 07/27										3	77	19:00	19:56	
12 Thu 07/28		13:30	21:30							3	88	13:58	14:47	
12 Thu 07/28										3	88	20:50	20:52	
13 Fri 07/29		13:30	21:30							3	77	14:21	15:09	
14 Sat 07/30		15:00	23:00							3	88	16:00	17:37	
14 Sat 07/30										3	88	18:57	20:18	
*														

0+48

Hours Requested: Reg Hrs 80+00 TOS Hrs 0+00

AWS Tour Information: Code C-COMPRESSED W1 Hours 40+00 W2 Hours 40+00 New AWS

Add remarks for Castle to timesheet.

TimeSheet ready to transmit to Castle.

Castle approval status: Locked Amendmer

Pay Period Info: OPERATION: SUP 1 CPC IN QUALIFICATION TRAINING Level 3 OT Volunteer

SD MAZZA, CHRISTOPHER OT Vol No Med Dis No

Color code Employee Auto Save Report

Pay Period 17
 of 2011

DUNLEAVY, SEAN P Message: **LV* LEAVE 08/13/11 15:00 - 08/13/11 23:00**6708

Meal Start Meal Stop Adv SL 0 Status: Success Travel Order #

- Employees
- By Office
- HPN-1
- ADMIN
 - LEMELLE
- OPERATION
 - SUP 1
 - AVILES
 - BROW
 - DUNLE
 - EDWA
 - KANZL
 - MAZZA
 - MONTI
 - NEUEM
 - RODGI
 - SMITH
 - SUP 2
 - SUP 3
 - DAHBA
 - HEUEF
 - LYONS
 - NAGAF
 - NESBI
 - OUTLA
 - REILLY
 - SLANE
 - THOM
 - WALKO
- TMC
- Alphabetical
- Inactive
- Pending Approval
- Sent to Castle

Day	CD	Assigned Shift		Time Outside Shift		Time Not Worked		Optional			PCT	
		Start	Stop	Start	Stop	Start	Stop	TP	CD	Start		Stop
1 Sun 07/31	9											
2 Mon 08/01	9											
3 Tue 08/02		05:45	13:45					3	88	06:00	13:00	
4 Wed 08/03		05:45	13:45					3	88	06:00	07:11	
5 Thu 08/04		05:45	13:45					3	88	06:00	06:51	
6 Fri 08/05		05:45	13:45					3	88	06:00	10:02	
6 Fri 08/05								3	88	10:35	13:04	
7 Sat 08/06		09:18	17:18					3	88	10:37	10:44	
7 Sat 08/06								3	88	11:17	16:30	
8 Sun 08/07	9											
9 Mon 08/08	9											
10 Tue 08/09		15:00	23:00			01	15:00	23:00				
11 Wed 08/10		15:00	23:00			01	15:00	23:00				
12 Thu 08/11		15:00	23:00			01	15:00	23:00				
13 Fri 08/12		15:00	23:00			01	15:00	23:00				
14 Sat 08/13		15:00	23:00			01	15:00	23:00				
*												

Hours Requested: Reg Hrs 80+00 TOS Hrs 0+00

AWS Tour Information: Code C-COMPRESSED W1 Hours 40+00 W2 Hours 40+00 New AWS

Add remarks for Castle to timesheet.

TimeSheet ready to transmit to Castle.

Castle approval status: Locked Amendment

Pay Period Info: OPERATION: SUP 1 CPC IN QUALIFICATION TRAINING Level 3 OT Volunteer

SD MAZZA, CHRISTOPHER OT Vol No Med Dis No

Color code Employee Auto Save Report

Pay Period 16

DRACE, NICOLE LABATE

Message: Leave Assigned: By NL; DRACE, NICOLE, At 7/29/2011 10:12

of 2011

Meal Start

Meal Stop

Adv SL 0

Status: Success

Travel Order #

EA

- Employees
- By Office
- HPN-1
- ADMIN
- LEMEI
- OPERATI
- SUP 1
- SUP 2
- BAL
- BR/
- DEC
- DR/
- MA/
- MO/
- OHT
- REE
- WA
- SUP3
- TMC
- Alphabetical
- Inactive
- Pending Approv
- Sent to Castle

Save	Reload	Assigned Shift			Time Outside Shift			Time Not Worked			Optional			EA
Day	CD	Start	Stop	CD	Start	Stop	CD	Start	Stop	TP	CD	Start	Stop	PCT
1 Sun 07/17		15:00	23:00							3	77	15:15	16:35	
1 Sun 07/17										3	88	16:36	17:22	
1 Sun 07/17										3	77	17:45	18:25	
1 Sun 07/17										3	88	18:29	18:57	
1 Sun 07/17										3	88	20:19	21:59	
1 Sun 07/17										3	88	22:30	23:00	
2 Mon 07/18		15:00	23:00							3	88	15:05	15:30	
2 Mon 07/18										3	77	15:32	16:38	
2 Mon 07/18										3	88	16:40	23:00	
3 Tue 07/19	9			8	01	16:45	23:00			3	88	18:35	23:00	
4 Wed 07/20	9													
5 Thu 07/21		15:00	23:00				02	15:00	23:00					
6 Fri 07/22		15:00	23:00							3	77	15:40	17:03	
6 Fri 07/22										3	88	17:06	17:52	
6 Fri 07/22										3	77	17:53	18:55	
6 Fri 07/22										3	88	21:40	23:00	
7 Sat 07/23		15:00	23:00							3	77	17:29	18:24	
7 Sat 07/23										3	88	15:31	23:00	
8 Sun 07/24		11:00	19:00							3	88	11:50	13:44	
8 Sun 07/24										3	77	14:04	15:00	
8 Sun 07/24										3	88	16:52	18:51	
9 Mon 07/25		15:00	23:00							3	88	21:13	23:00	
10 Tue 07/26	9													
11 Wed 07/27		14:00	22:00				01	14:00	15:00	3	88	16:07	17:59	
12 Thu 07/28		14:00	22:00				02	14:00	14:15	3	77	16:37	18:18	
13 Fri 07/29		10:00	18:00				09	10:00	10:12	3	77	12:26	13:32	
13 Fri 07/29							EXCUSED			3	88	13:41	15:29	
13 Fri 07/29										3	77	15:55	16:58	
14 Sat 07/30	9													
*														

Hours Requested: Reg Hrs 80+00, TOS Hrs 6+15

AWS Tour Information: Code C - COMPRESSED, W1 Hours 40+00, W2 Hours 40+00, New AWS

Add remarks for Castle to timesheet:

TimeSheet ready to transmit to Castle:

Castle approval status: Locked Amendmer

Pay Period Info: OPERATION, SUP 2, CERTIFIED PROFESSIONAL CONTROLLER

NL DEGENNARO, ROBERT, OT Vol No, Med Dis No

Color code Employee Auto Save Report

Pay Period 17

DRACE, NICOLE LABATE

Message: **LV* LEAVE 08/11/11 07:00 - 08/11/11 15:00**6685

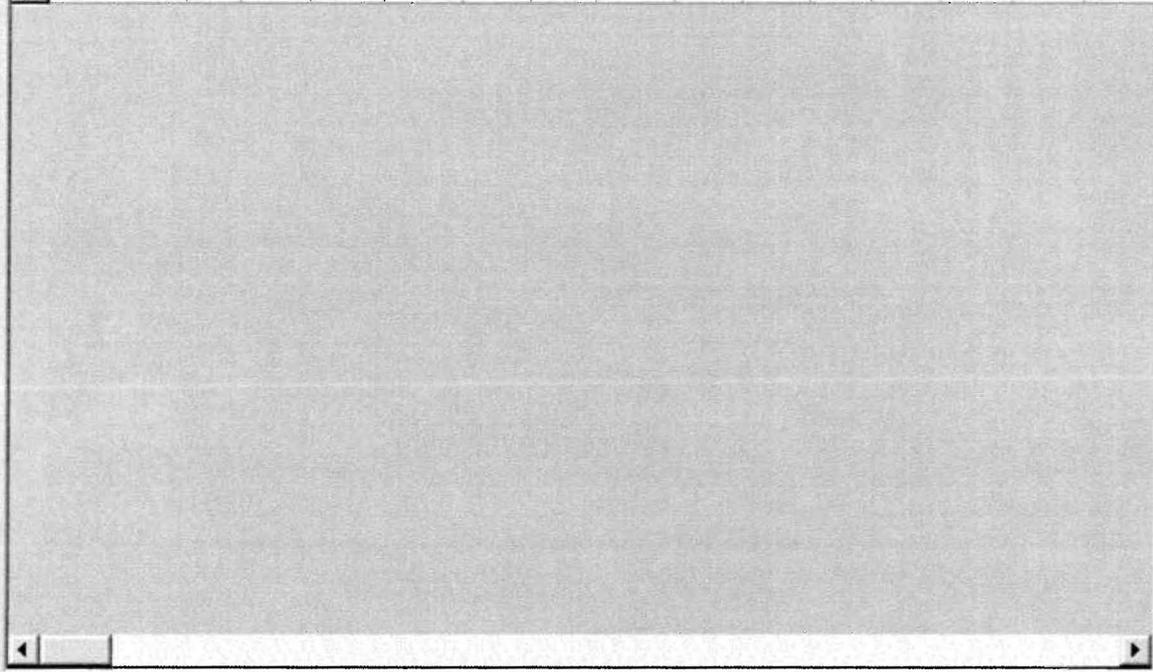
of 2011

Meal Start Meal Stop Adv SL 0 Status: Success Travel Order #

- Employees
- By Office
- HPN-1
- ADMIN
- LEMEI
- OPERATI
- SUP 1
- SUP 2
- BAL
- BR/
- DEC
- DR/
- MA/
- MOI
- OHT
- REE
- WA
- SUP3
- TMC
- Alphabetical
- Inactive
- Pending Approv
- Sent to Castle

Save Reload Assigned Shift Time Outside Shift Time Not Worked Optional EA

Day	CD	Start	Stop	CD	Start	Stop	CD	Start	Stop	TP	CD	Start	Stop	PCT
1 Sun 07/31		15:00	23:00							3	77	15:09	15:28	
1 Sun 07/31										3	77	15:30	16:37	
1 Sun 07/31										3	77	18:11	19:28	
1 Sun 07/31										3	88	19:45	23:00	
2 Mon 08/01		15:00	23:00							3	88	20:25	22:53	
3 Tue 08/02		14:00	22:00							3	88	15:02	15:53	
3 Tue 08/02										3	77	15:55	16:33	
4 Wed 08/03		15:00	23:00				09	15:00	15:06	3	88	20:30	23:00	
5 Thu 08/04		15:00	23:00							3	77	16:15	17:14	
5 Thu 08/04										3	77	17:17	17:50	
5 Thu 08/04										3	77	18:32	18:59	
6 Fri 08/05	9													
7 Sat 08/06	9			8	14:30	22:30				3	77	16:03	16:49	
8 Sun 08/07		07:00	15:00				01	07:00	15:00					
9 Mon 08/08		07:00	15:00				01	07:00	15:00					
10 Tue 08/08		07:00	15:00				01	07:00	15:00					
11 Wed 08/1		07:00	15:00				01	07:00	15:00					
12 Thu 08/11		07:00	15:00				01	07:00	15:00					
13 Fri 08/12	9													
14 Sat 08/13	9													
*														



Hours Requested: Reg Hrs 80+00, TOS Hrs 8+00

AWS Tour Information: Code C - COMPRESSED, W1 Hours 40+00, W2 Hours 40+00, New AWS

Add remarks for Castle to timesheet.

TimeSheet ready to transmit to Castle.

Castle approval status: Locked Amendmer

Pay Period Info: OPERATION: SUP 2 CERTIFIED PROFESSIONAL CONTROLLER

NL DEGENNARO, ROBERT OT Vol No Med Dis No

Color code Employee Auto Save Report

Pay Period 16 of 2011

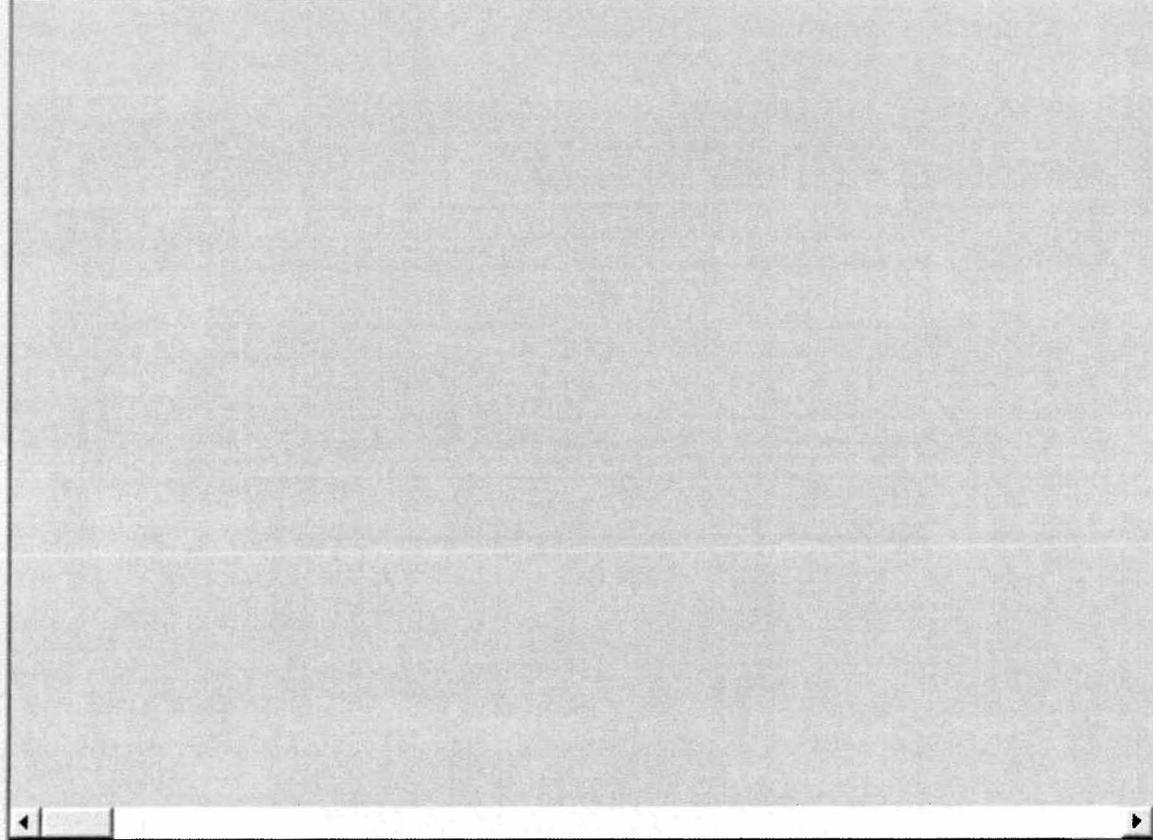
LYONS, DANIEL T

Message: Flex Max Shift

Meal Start Meal Stop Adv SL 0 Status: Success Travel Order #

- Employees
- By Office
- = HPN-1
- = ADMIN
- LEMEL
- = OPERATI
- + SUP 1
- + SUP 2
- = SUP3
- DAF
- HEL
- LYC
- NAC
- NES
- OU
- REI
- SLA
- THC
- WA
- + TMC
- + Alphabetical
- + Inactive
- + Pending Approva
- + Sent to Castle

	Day	CD	Assigned Shift		Time Outside Shift			Time Not Worked			Optional			PCT	
			Start	Stop	CD	Start	Stop	CD	Start	Stop	TP	CD	Start		Stop
1	Sun 07/17		06:30	14:30											
2	Mon 07/18		06:30	14:30											
3	Tue 07/19		07:00	15:00											
4	Wed 07/20		06:30	14:30											
5	Thu 07/21		06:00	14:00											
6	Fri 07/22	9													
7	Sat 07/23	9													
8	Sun 07/24	9													
9	Mon 07/25	9													
10	Tue 07/26		15:00	23:00											
11	Wed 07/27		13:30	21:30											
12	Thu 07/28		15:00	23:00											
13	Fri 07/29		13:30	21:30											
14	Sat 07/30		15:00	23:00											
*															



Hours Requested: Reg Hrs 80+00, TOS Hrs 0+00

AWS Tour Information: Code M - MAXIFLEX, W1 Hours 40+00, W2 Hours 40+00, New AWS

Add remarks for Castle to timesheet.

TimeSheet ready to transmit to Castle.

Castle approval status: Locked Amendment

Pay Period Info: OPERATIONS SUP 2 DEVELOPMENTAL CONTROLLER Level 1

DL DEGENNARO, ROBERT OT Vol No Med Dis No

Color code Employee Auto Save Report

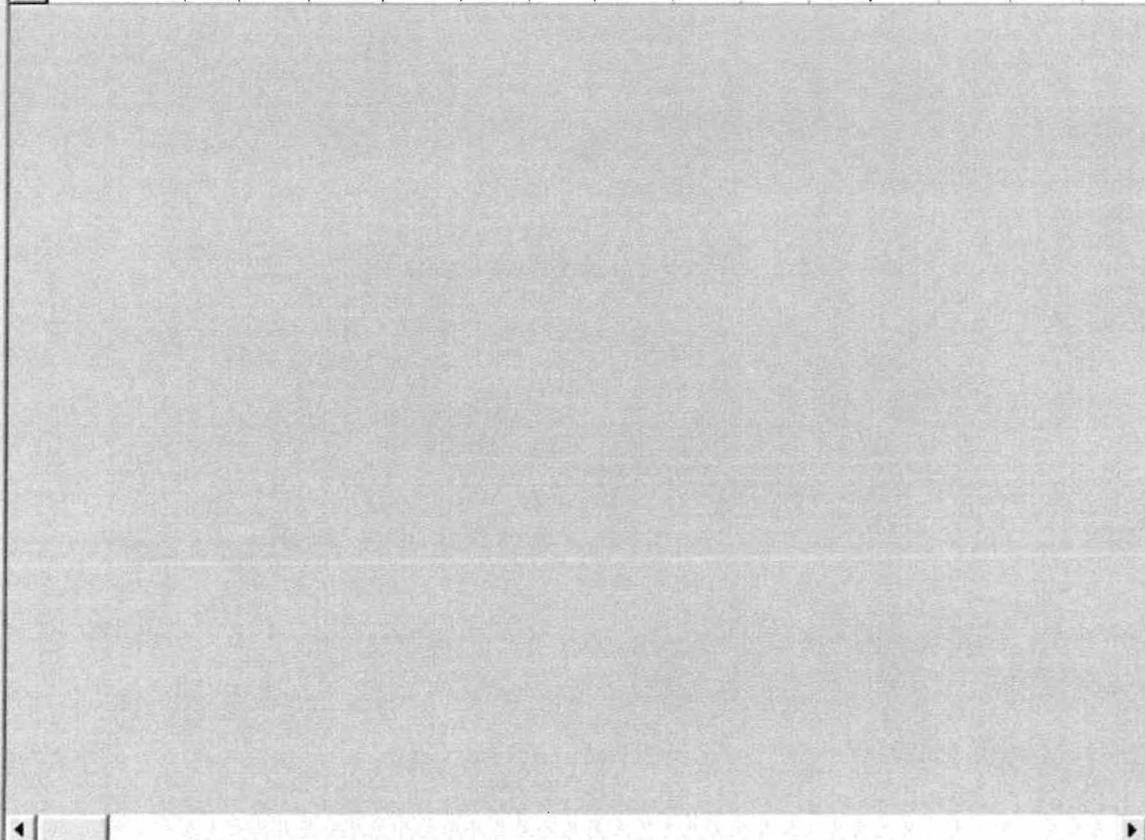
Pay Period 17
of 2011

LYONS, DANIEL T Message: Flex Max Shift

Meal Start Meal Stop Adv SL 0 Status: Success Travel Order #

- Employees
- By Office
 - HPN-1
 - ADMIN
 - LEMELE
 - OPERATION
 - * SUP 1
 - * SUP 2
 - * SUP 3
 - DAHBA
 - HEUEF
 - LYONS
 - NAGAF
 - NESBI
 - OUTLA
 - REILLY
 - SLANE
 - THOM
 - WALKI
 - * TMC
 - * Alphabetical
 - * Inactive
 - * Pending Approval
 - * Sent to Castle

Day	CD	Assigned Shift		Time Outside Shift		Time Not Worked		Optional			PCT	
		Start	Stop	Start	Stop	Start	Stop	TP	CD	Start		Stop
1 Sun 07/31	9											
2 Mon 08/01	9											
3 Tue 08/02		07:00	15:00			01	07:00	15:00				
4 Wed 08/03		07:00	15:00			01	07:00	15:00				
5 Thu 08/04		07:00	15:00			01	07:00	15:00				
6 Fri 08/05		07:00	15:00			01	07:00	15:00				
7 Sat 08/06		07:00	15:00			01	07:00	15:00				
8 Sun 08/07	9											
9 Mon 08/08	9											
10 Tue 08/09		15:00	23:00									
11 Wed 08/10		14:00	22:00									
12 Thu 08/11		14:00	22:00									
13 Fri 08/12		13:30	21:30									
14 Sat 08/13		13:45	21:45									
*												



Hours Requested: Reg Hrs 80+00, TOS Hrs 0+00

AWS Tour Information: Code M - MAXIFLEX, W1 Hours 40+00, W2 Hours 40+00, New AWS

Add remarks for Castle to timesheet.

TimeSheet ready to transmit to Castle.

Castle approval status: Locked Amendment

Pay Period Info: OPERATIONS SUP 2 DEVELOPMENTAL CONTROLLER Level 1

DL DEGENNARO, ROBERT OT Vol No Med Dis No

Color code Employee Auto Save Report

Appendix F



U.S. Department
of Transportation
**Federal Aviation
Administration**

Memorandum

Westchester Tower
91 Tower Road
White Plains, New York 10604

Subject: **INFORMATION**: Cell Phone Use, Internet Use,
and Attention to Position.

Date: June 6, 2011

From: Front Line Manager, Westchester Tower

Reply to: C. Mazza
Attn. of: 914-948-6520

To: All HPN ATCS

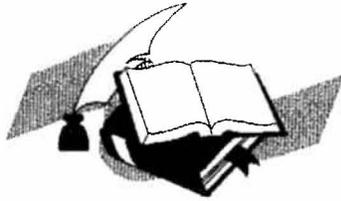
With the busy season in full swing at Westchester I wanted to remind everyone of the importance to paying attention to details while working position. **Any distraction in the tower cab environment should be eliminated.** The use of all cell phones in the tower cab is prohibited. Using the internet for non-work related items (whether on FAA computers or otherwise) while on a duty position is prohibited. The use of computers while on break should not distract nor interfere with work related duties in the tower cab.

Especially important is paying attention to details and minimizing distractions while training is being conducted; especially so for the person responsible for conducting the OJT. It is easy for an instructor to be lulled into complacency with a developmental who is performing well.

If you need to use your cell phone please ask for a break and walk to the lower landing areas of the tower so as to avoid any possible distraction to the work place.

Thank you,

Christopher Mazza



<input type="checkbox"/>	READ IMMEDIATELY
<input type="checkbox"/>	COMPLETE BY _____

WESTCHESTER TOWER

READ & INITIAL

SUBJECT: Attention to Details

DATE: June 6, 2011

NAME	INITIALS	DATE
Aviles, Aleriber	AA	6/6
Balla, Michael	AM	6/6
Brancato, Peter	PTB	6/6
Choudhury, Thalha	TL	6/11
Dahbali, Nadia	ZD	6/11/11
DeGennaro, Bob	BD	6/7
Drace, Nicole	ML	6/6
Dunleavy, Sean	SD	
Heuer, Brett	PH	6/6
Kanzler, Thomas	VW	6/7/11
Kokiadis, Wayne	KS	6/6
Lyons, Daniel	ML	6/7
Mazza, Christopher	CM	6/6
Montillo, Carlos	JM	6/6
Morin, Joseph	JM	6/6
Neuendorf, Matthew	NY	6/6
Ohmart, Timothy	TO	6-7-11
Pinkston, Brandon	BP	6-7-11
Reeves, Darryl		
Reilly, Nancy		
Rodgers, Joel	JR	6-25-11
Slane, Thomas		
Thomas, George		
Walkowiak, Rob	RW	6/7

<input type="checkbox"/>	OPERATIONAL M.B.I. (TRAX) _____ Min.	<input type="checkbox"/> Entered into TRAX
	<input type="checkbox"/> Refresher Area _____	
	<input type="checkbox"/> Supplemental	
<input type="checkbox"/>	NON-OPERATIONAL M.B.I.	<input type="checkbox"/> Entered
<input type="checkbox"/>	GENERAL INFORMATION (Not Recorded)	

Appendix G



Federal Aviation Administration

Memorandum

Date: February 25, 2012
To: All Operational Personnel, Westchester Tower
From: Dwight Lemelle, Acting Air Traffic Manager, Westchester Tower
Subject: Reinforcing Workplace Professional Standards

To ensure we maintain the highest professional standards, the following procedures are to be followed:

- Non FAA reading materials are not allowed in the Tower Cab.
- No sleeping allowed in the tower cab.
- No cell phone usage on/off operational position in the Tower Cab.
- All electronic devices will be in the off position while in the Tower Cab as per in the NATCA agreement, however, the 7th floor landing area will be available for use if necessary.
- To the maximum extent possible, the break periods will be extended to allow sufficient rest periods during elevator outage.
- Internet usage to access official FAA business is allowed at the back of the tower on the computers provided to review EOPF, LES, Employee Express, etc.
- Telephone access for brief personal conversations will be allowed per Article 15, NATCA agreement.

Appendix H

Memorandum of Video Recording Review
Office of Audit and Evaluation

On June 25 & 26, 2012, Air Traffic Safety Investigator Todd Luepker and Senior Technical Advisor Erika Vincent, Federal Aviation Administration, reviewed 35 video recordings and 5 .jpg photos provided by Mr. Sean Dunleavy as provided to him from *Fox News*. Mr. Dunleavy previously reported that he made the video recordings during the period of mid November 2011 to mid-late January 2012, documenting instances of employee misconduct such as sleeping on position, and improper use of cell phones and electronic devices in the tower. Based upon the methodology identified below, the dates and times of 31 of the 35 video recordings and 3 of the 5 photographs were identified.

Methodology

Based on information provided by Mr. Dunleavy regarding the timeframe of when the video recordings were taken, as well as details visible in the video recordings, we began to establish a baseline by looking at night shifts during the month of January. In viewing the evening shift video recordings we were able to discern a time. On REC_0023.AVI according to the time stamp on the video 2007.04.21 19:35:36, the UTC clock in the video is observed changing from 01:15:59 to 01:16:00. During the month of January, the difference between local time and UTC time is 5 hours, thus the local time was 8:16 PM. Looking at just the time portion of the video, the time difference between the time stamp and local time was 40 minutes and 28 seconds.

Due to Annual Leave taken during the month of January, Mr. Dunleavy only worked night shifts from Sunday, January 7, 2012 until Thursday, January 12, 2012. He again worked night shifts on January 25-26, 2012. We compared Mr. Dunleavy's schedule with that of the Ms. Drace, who is identified in an evening video. During the evening of January 26, 2012, at 8:16 PM, which was 0116 UTC on January 27, 2012, Nicole Drace was working Ground Control, and Mr. Dunleavy was working Clearance Delivery. This data corresponded with the individuals identified in the video.

Additionally, a review of the video recording shows reflections of the airport lights on the airport surface, indicating rain. We reviewed National Weather Service data for that time indicated, which confirmed that rain was falling on the date and time that we identified. Using the information as a baseline, we then proceeded to validate the time and date of the other videos. By determining that the video file identified as April 21, 2007 was in fact January 26, 2012, we determined that the clock was off by 5 years, 3 months and 5 days in addition to the 40 minutes and 28 seconds.

REC_0017.AVI contains a visible time of 20:17:23. However, when viewing the video recording, a time of 01:57:51 is displayed on a computer monitor validating that the time difference of the recording device had not been changed. We added 40 minutes and 28 seconds, arriving at the time 20:57:51, which is exactly consistent with the time on the UTC clock shown in the video recording. Additionally, this video recording appears to be taken from the Ground Control position. According to Cru-Art data,

Mr. Dunleavy was assigned to Ground Control at that date time. Additionally, Cru-Art data reflects that Ms. Drace was working Local Control, which is consistent with what is seen on the video.

REC_0020.AVI is a daytime video recording which starts with a time stamp of 2007.04.21 15:59:09. This correlates to January 26 at 5:39:37 PM. The video recording shows Mr. Degennaro plugged in with an employee on the Clearance Delivery position providing On the Job training to Steven Martin. Additionally, Aleriber Aviles is observed on Ground Control, and Peter Brancato is observed on break. This data corresponds to Cru-Art data at the time. The National Weather Service indicates visibility of about one mile during this time which corresponds to what is seen in the video recording.

Similar comparisons were made to the remaining video recordings. Although there is occasional lag of less than five minutes between employees changing positions in the Cru-Art data, all personnel can be accounted for on the video recording based on the time indicated.

Additionally, based on metadata contained on some of the files, we determined that in addition to the watch camera Mr. Dunleavy indicated he used; some of the video recordings and photos were taken with an Apple iPhone 4S. Therefore, we have concluded that at least two devices were used during filming on these dates.

Based on the above methodology, the following information was determined:

<u>Original file Name</u>	<u>Actual date/time</u>
REC_0008.AVI	17 Jan 2012 1403Z
REC_0009.AVI	17 Jan 2012 1504Z
REC_0010.AVI	18 Jan 2012 1759Z
REC_0012.AVI	19 Jan 2012 1334Z
REC_0016.AVI	26 Jan 2012 0152Z
REC_0017.AVI	26 Jan 2012 0157Z
REC_0018.AVI	26 Jan 2012 2045Z
REC_0020.AVI	26 Jan 2012 2139Z
REC_0022.AVI	27 Jan 2012 0105Z
REC_0023.AVI	27 Jan 2012 0114Z
REC_0033.AVI	30 Jan 2012 1212Z
REC_0034.AVI	30 Jan 2012 1636Z
REC_0035.AVI	30 Jan 2012 1641Z
REC_0036.AVI	30 Jan 2012 1644Z
REC_0039.AVI	30 Jan 2012 1645Z
REC_0040.AVI	30 Jan 2012 1655Z

daryll reeves sleeping 2 video.mov	8 Nov 2011 1145Z ¹
michael benhamu sleeping 3 video.mov	9 Dec 2011 1702Z
nicoe drace reading a book video.mov	unable to determine
rob w sleeping video.mov	unable to determine
rob walkowiak playing on phone video.mov	unable to determine
supervisor wycliffe personal laptop.mov	date unk, 1738Z-1740Z
mike balla sleeping .mov	30 Jan 2012 1212Z
nadia playing on smart phone.mov	30 Jan 2012 1642Z
brancato playing on phone with degennaro watching.mov	26 Jan 2012 2139Z
joe morin reading magazine on ground control must use.mov	18 Jan 2012 1759Z
nadia dahbali video 2.mov	16 Jan 2012 1652Z
nadia dahbali video.mov	16 Jan 2012 1650Z
peter brancato playing on phone with supervisor degennaro watching.mov	26 Jan 2012 2139Z
peter brancato sleeping on clearance delivery position .mov	17 Jan 2012 1413Z
peter brancatoo on smart phone.mov	16 Jan 2012 1148Z
peter reading and daryl reeves on smart phone must blur faces two out of three working shown.mov	17 Jan 2012 1504Z
rob walkokiak video.mov	19 Jan 2012 1334Z
tom kanzler video .mov	16 Jan 2012 1359Z
tom kanzler video.mov	16 Jan 2012 1359Z

Photos

daryll reeves sleeping on job.jpg	8 Nov 2011 1145Z
DARYLL REEVES SLEEPING ON JOB 2.jpg	8 Nov 2011 1145Z
michael benhamu sleeping on job.jpg	unable to determine
miCHAEL BENHAMU SLEEPING ON THE JOB.jpg	unable to determine
muchael benhamu sleeping on job 2.jpg	9 Dec 2011 1702Z

Analysis of Video Content:

Sleeping:

- Based on these dates and times, Mr. Brancato was reading a book on position (17 Jan 2012 1504Z). Mr. Brancato was not sleeping.
- Mr. Balla was on position (30 Jan 2012 1212Z); however, he was observed speaking to the controller next to him. We therefore concluded he was not sleeping.

¹ Cru-Art reflects that Mr. Dunleavy was on annual leave on 8 Nov 2011.

- Mr. Reeves was on break on 8 Nov 2011, at 1145Z. Based on his movements in the video, we did not conclude he was sleeping.
- Mr. Benhamu was in non-operational training status on 9 Dec 2011 at 1702Z, seated in the back of the tower cab, and has constant movement. We do not believe he was sleeping.
- Because we could not determine the date and time of the video titled "rob w sleeping.mov," we could not determine whether Mr. Walkowiak was on or off position. However, based on his leg and foot movements, we determined he was not sleeping.

Texting:

- Mr. Brancato was on break while texting in the video recording also containing FLM DeGennaro (26 Jan 2012, 2139Z). However, he was working Ground Control and texting at the time the video titled, "peter brancatoo on smart phone.mov" was recorded (16 Jan 2012 1148Z).
- Because we could not determine the date or time of the recorded video identified as Mr. Walkowiak texting on position, we were unable to determine whether or not he was on position.
- Ms. Dahbali was on break while texting (January 30, 2012, 1642Z)
- Mr. Montilla was on break while texting (January 30, 2012, 1642Z)
- Mr. Reeves was on the Ground Control position while texting (January 17, 2012, 1504Z)

Laptop:

- We could not determine that the person in the video recording identified as "supervisor wycliffe," was in fact Mr. Walcott, nor could we determine whether the person in the video was on position or break. The time reflected in the video recording was 1738Z to 1740Z, however we could not determine the date.

Reading:

- Based on an enhancement of the video, Ms. Drace has open copy of an autographed book titled, *Stop Living Life Like an Emergency* by Diane Sieg on 27 Jan 2012 at 0105Z (26 Jan 2012 at 8:05pm local) while working Ground Control. However, the video did not show her face and the positioning of her eyes, therefore could not conclude that she was reading.
- Based on enhancement of the video recorded which shows Mr. Morin's magazine open to a page showing altimeters, we concluded Mr. Morin was reading some type of aircraft magazine on 18 Jan 2012 at 1759Z while working Ground Control.

Specific Details for Video Files

REC_0008.AVI which was recorded on 17 Jan 2012 at 1403Z, was taken by Mr. Dunleavy while he was on the ground control position and Mr. Brancato was on the clearance delivery position.

REC_0009.AVI which was recorded on 17 Jan 2012 at 1504Z, was taken by Mr. Dunleavy while he was working the local control position and Mr. Brancato was working clearance delivery.

REC_0010.AVI was recorded on 18 Jan 2012 at 1759Z while Mr. Dunleavy was on break. Mr. Morin, a developmental controller, was working ground control.

REC_0012.AVI was recorded on 19 Jan 2012 at 1334Z while Mr. Dunleavy was training Lavar Smith on ground control. Mr. Walkowiak was on break.

REC_0016.AVI was recorded on 26 Jan 2012 at 0152Z while Mr. Dunleavy was on ground control and Ms. Drace was on local control.

REC_0017.AVI was recorded on 26 Jan 2012 at 0157Z while Mr. Dunleavy was on ground control and Ms. Drace was on local control.

REC_0018.AVI was recorded on 26 Jan 2012 at 2045Z while Mr. Dunleavy was on local control and Mr. Brancato was on break.

REC_0020.AVI was recorded on 26 Jan 2012 at 2139Z. FLM DeGennaro is training Steve Martin on ground control. Mr. Dunleavy and Mr. Brancato are on break.

REC_0022.AVI was recorded on 27 Jan 2012 at 0105Z while Mr. Dunleavy was training Devon Browne on clearance delivery. Ms. Drace was on ground control.

REC_0023.AVI was recorded on 27 Jan 2012 at 0114Z while Mr. Dunleavy was on clearance delivery and Ms. Drace was on ground control.

REC_0033.AVI was recorded on 30 Jan 2012 at 1212Z while Mr. Dunleavy was training Levar Smith on ground control and Mr. Balla was training Steve Martin on clearance delivery.

REC_0034.AVI was recorded on 30 Jan 2012 at 1636Z while Mr. Dunleavy was on ground control. Ms. Dahbali, Mr. Kanzler and Mr. Montilla were on break.

REC_0035.AVI was recorded on 30 Jan 2012 at 1641Z while Mr. Dunleavy was on ground control. Ms. Dahbali, Mr. Kanzler and Mr. Montilla were on break.

REC_0036.AVI was recorded on 30 Jan 2012 at 1644Z while Mr. Dunleavy was on ground control. Ms. Dahbali, Mr. Kanzler and Mr. Montilla were on break.

REC_0039.AVI was recorded on 30 Jan 2012 at 1645Z while Mr. Dunleavy was on ground control. Ms. Dahbali, Mr. Kanzler and Mr. Montilla were on break.

REC_0040.AVI was recorded on 30 Jan 2012 at 1655Z while Mr. Dunleavy was on ground control. Ms. Dahbali, Mr. Kanzler and Mr. Montilla were on break.

daryll reeves sleeping 2 video.mov was recorded on 8 Nov 2011 1145Z² on an iPhone 4S by a person plugged into ground control. Cru-ART records reflect that Mr. Choudhury was training George Thomas on ground control at this time. Mr. Reeves was on break.

michael benhamu sleeping 3 video.mov was recorded on 9 Dec 2011 at 1702Z, Mr. Benhamu was in non-operational training status. Mr. Dunleavy was assigned as the Watch Supervisor/Controller in Charge (WSCIC).

We were unable to determine when the video **nicoe drace reading a book video.mov** was recorded.

We were unable to determine when the video **rob w sleeping video.mov** was recorded. This recording also captured sound transmissions (voice) instructions from an unknown controller to an unknown pilot.

We were unable to determine when the video **rob walkowiak playing on phone video.mov** was recorded.

We were unable to determine the date the video **supervisor wycliffe personal laptop.mov** was recorded. We determined the time was 1738Z-1740Z.

mike balla sleeping .mov was originally recorded on 30 Jan 2012 1212Z. This file is an edited version of **REC_0033.AVI** recorded on 30 Jan 2012 at 1212Z while Mr. Dunleavy was training Levar Smith on ground control and Mr. Balla was training Steve Martin on clearance delivery.

adia playing on smart phone.mov was recorded on 30 Jan 2012 1642Z while Ms. Dahbali was on break. This is an apparent edit of **REC_0035.AVI** recorded while Mr. Dunleavy was on ground control. Ms. Dahbali, Mr. Kanzler and Mr. Montilla were on break.

brancato playing on phone with degennaro watching.mov was recorded 26 Jan 2012 2139Z. This is an apparent edited version of **REC_0020.AVI** which was recorded on 26 Jan 2012 at 2139Z. FLM DeGennaro is training Steve Martin on ground control. Mr. Dunleavy and Mr. Brancato are on break.

joe morin reading magazine on ground control must use.mov is a file from the recording **REC_0010.AVI** made on 18 Jan 2012 at 1759Z while Mr. Dunleavy was on break. Mr. Morin, a developmental controller, was working ground control. The magazine is aviation related.

adia dahbali video 2.mov was recorded 16 Jan 2012 at 1652Z while Ms. Dahbali is on ground control and Mr. Dunleavy is on clearance delivery.

² Cru-Art reflects that Mr. Dunleavy was on annual leave on 8 Nov 2011.

nadia dahbali video.mov was recorded 16 Jan 2012 at 1650Z while Ms. Dahbali is on ground control and Mr. Dunleavy is on clearance delivery.

peter brancato playing on phone with supervisor degennaro watching.mov was recorded 26 Jan 2012 at 2139Z. Mr. Brancato was on break, FLM DeGennaro was training, and Mr. Dunleavy was on break.

peter brancato sleeping on clearence delivery position .mov is an edited file from a recording made 17 Jan 2012 at 1413Z. Mr. Brancato was on clearance delivery, Mr. Dunleavy was on ground control.

peter brancatoo on smart phone.mov was recorded on 16 Jan 2012 at 1148Z by Mr. Dunleavy while he was working local control combined with Watch Supervisor/CIC. Mr. Brancato was on ground control.

peter reading and daryl reeves on smart phone must blur faces two out of three working shown.mov was recorded by Mr. Dunleavy on 17 Jan 2012 at 1504Z while Mr. Dunleavy was on local control. Mr. Brancato was on clearance delivery, and Mr. Reeves was on ground control.

rob walkokiak video.mov was recorded 19 Jan 2012 at 1334Z while Mr. Walkowiak was on break. Mr. Dunleavy was training on ground control.

tom kanzler video .mov was recorded on 16 Jan 2012 at 1359Z while Mr. Kanzler was on ground control. Mr. Dunleavy was on break.

tom kanzler video.mov was recorded on 16 Jan 2012 at 1359Z while Mr. Kanzler was on ground control. Mr. Dunleavy was on break.

Photos

daryll reeves sleeping on job.jpg was taken on 8 Nov 2011 at 1145Z. Mr. Reeves was on break, Mr. Dunleavy was on leave.

DARYLL REEVES SLEEPING ON JOB 2.jpg was taken from a video filmed 8 Nov 2011 1145Z when Mr. Dunleavy was on leave.

We were unable to determine when the photo **michael benhamu sleeping on job.jpg** was taken.

We were unable to determine when the photo **MICHAEL BENHAMU SLEEPING ON THE JOB.jpg** was taken.

The photo titled **michael benhamu sleeping on job 2.jpg** was taken from a video recorded 9 Dec 2011 1702Z. Mr. Benhamu was in non-operational training status. Mr. Dunleavy was assigned as the Watch Supervisor/Controller in Charge (WSCIC).

MYFAA Employee Site

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT

CUMULATIVE POSITION TIME

TODD LUEPKER 06/25/2012

Facility Area Date Time Local

Quick Update

History				On Position					Available List				
Time	Op	From	To	On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
Get More Records				1335	00+01	CM	MAZZA	LC	1332	00+04	DB	BROWNE	
0205	BH	CIC Concurrent		1229	01+07	SD	DUNLEAVY	GC	1332	00+04	RW	WALKOWIAK	
0205	GT	OJTDEV On Position		1332	00+04	VW	KANZLER	CD	1335	00+01	DL	LYONS	
0205	RW	CIC Available		1229	01+07	LR	SMITH	GC					
0205	RW	Concurrent Available		1332	00+04	SM	MARTIN	CD					
0205	NY	OJT On Position											
0215	NL	Available On Position											
0215	NY	On Position Available											
0219	BD	Other Duties Available											
0230	NY	Available Sign-Out											
0230	AA	Available Sign-Out											
0230	RW	Available Sign-Out											
0255	BD	Available Sign-Out											
0400	NL	On Position Available											
0400	BH	CIC Available											
0400	BH	Available Sign-Out											
0400	GT	Available Sign-Out											
0400	GT	On Position Available											
0400	NL	Available Sign-Out											
0400	BH	Concurrent Available											
Local Date Change				Operations Supervisor / CIC					Other Duties				
				On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
				1218	01+18	CM	MAZZA	WSCIC					

User's Guide Release 5.0 9-awa-atolt-nsoc@faa.gov 1-800-404-1159 (Option 4)



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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT

CUMULATIVE POSITION TIME

TODD LUEPKER 06/25/2012

Facility Area Date Time Local

Quick Update

History			
Time	Op	From	To
Get More Records			
2125	DR	Available	On Position
2125	SM	OJTDEV	Available
2130	PB	Available	On Position
2130	VW	OJT	Available
2130	AA	OJTDEV	Available
2135	LR	Available	Other Duties
2145	SD	Other Duties	Available
2218	DR	On Position	Available
2218	SD	Available	On Position
2223	AA	Available	Other Duties
2223	PB	On Position	Available
2223	DL	Available	On Position
2228	VW	Available	On Position
2228	DB	OJTDEV	Available
2228	BD	OJT	Available
2236	BD	Available	Watch Desk
2236	NL	CIC	Available
2239	SM	Available	Other Duties
2239	DB	Available	Other Duties
2259	SM	Other Duties	Available

On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name
0121	00+37	NL	<u>DRACE</u>	LC	0105	00+53	AA	<u>AVILES</u>
0157	00+01	SD	<u>DUNLEAVY</u>	GC	0121	00+37	DL	<u>LYONS</u>
					0157	00+01	PB	<u>BRANCATO</u>

On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
2349	02+09	VW	<u>KANZLER</u>	WSCIC	0030	01+28	DB	<u>BROWNE</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					0030	01+28	BD	<u>DEGENNARO</u>	Leave
					0030	01+28	SM	<u>MARTIN</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					0030	01+28	LR	<u>SMITH</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC



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 CUMULATIVE POSITION TIME | TODD LUEPKER 06/25/2012

Facility Area Date Time Local

Quick Update

History			
Time	Op	From	To
Get More Records			
1803	GT	Available	On Position
1807	JM	Available	On Position
1807	BH	On Position	Available
1809	AA	Available	On Position
1809	JM	On Position	Available
1828	JR	Available	On Position
1828	RW	On Position	Available
1830	DL	Sign-In	Available
1830	SM	Sign-In	Available
1830	LR	Sign-In	Available
1830	PB	Sign-In	Available
1831	LR	Available	Other Duties
1831	SM	Available	Other Duties
1840	PB	Available	On Position
1840	RW	Available	Other Duties
1841	AA	On Position	On Position
1841	GT	On Position	Available
1845	JR	On Position	Available
1845	BH	Available	Sign-Out
1845	DL	Available	On Position

On Position					Available List			
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name
1947	00+59	NL	DRACE	GC	1946	01+00	PB	BRANCATO
1947	00+59	LR	SMITH	GC	1949	00+57	JM	MORIN
1949	00+57	DR	REEVES	CD	2000	00+46	VW	KANZLER
2000	00+46	SD	DUNLEAVY	LC	2000	00+46	DL	LYONS
					2044	00+02	AA	AVILES
					2045	00+01	CM	MAZZA

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
2045	00+01	BD	DEGENNARO	WSCIC	1831	02+15	SM	MARTIN	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					2005	00+41	DB	BROWNE	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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CUMULATIVE POSITION TIME TODD LUEPKER 06/25/2012

Facility Area Date Time Local

Quick Update

History			
Time	Op	From	To
Get More Records			
1803	GT	Available	On Position
1807	JM	Available	On Position
1807	BH	On Position	Available
1809	AA	Available	On Position
1809	JM	On Position	Available
1828	JR	Available	On Position
1828	RW	On Position	Available
1830	DL	Sign-In	Available
1830	SM	Sign-In	Available
1830	LR	Sign-In	Available
1830	PB	Sign-In	Available
1831	LR	Available	Other Duties
1831	SM	Available	Other Duties
1840	PB	Available	On Position
1840	RW	Available	Other Duties
1841	AA	On Position	On Position
1841	GT	On Position	Available
1845	JR	On Position	Available
1845	BH	Available	Sign-Out
1845	DL	Available	On Position

On Position					Available List				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
1947	01+05	NL	DRACE	GC	1946	01+06	PB	BRANCATO	
1947	01+05	LR	SMITH	GC	1949	01+03	JM	MORIN	
1949	01+03	DR	REEVES	CD	2000	00+52	VW	KANZLER	
2051	00+01	DL	LYONS	LC	2044	00+08	AA	AVILES	
					2051	00+01	SD	DUNLEAVY	

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
2045	00+07	BD	DEGENNARO	WSCIC	1831	02+21	SM	MARTIN	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					2005	00+47	DB	BROWNE	TRAINING (CBI MBI REFRESHER ETC.) - ATC



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CUMULATIVE POSITION TIME

LUEPKER 06/26/2012

Facility Area Date Time Local

Quick Update

History

Time	Op	From	To
<input type="button" value="Get More Records"/>			
0305	DM	Available	On Position
0312	TS	Concurrent	Sign-Out
0313	TO	Available	On Position
0320	WW	On Position	Available
0320	AM	Available	On Position
0347	JA	On Position	Available
0400	TO	Available	Sign-Out
0400	TS	Available	Sign-Out
0400	TS	CIC	Available
0400	WW	Available	Sign-Out
0400	DM	On Position	Available
0400	DM	Available	Sign-Out
0400	JA	Available	Sign-Out
0400	DL	Available	Sign-Out
0400	AM	On Position	Available
0400	AM	Available	Sign-Out
0400	TO	On Position	Available
<input type="button" value="Load Data Change"/>			
1045	SD	Sign-In	Available
1100	SD	Available	CIC

On Position

On	Elapsed	Op	Last Name	Pos ID
1355	01+08	PB	BRANCATO	CD
1501	00+02	DR	REEVES	GC
1502	00+01	SD	DUNLEAVY	LC

Available List

On	Elapsed	Op	Last Name
1316	01+47	LR	SMITH
1500	00+03	DM	NESBITT
1501	00+02	DL	LYONS

Operations Supervisor / CIC

On	Elapsed	Op	Last Name	Pos ID
1220	02+43	VW	KANZLER	WSCIC

Other Duties

On	Elapsed	Op	Last Name	Task Name
1100	04+03	SM	MARTIN	TRAINING (CBI MBI REFRESHER ETC.) - ATC
1230	02+33	DB	BROWNE	ADMIN TRAINING ADMINISTRATION - ATC
1430	00+33	BD	DEGENNARO	Leave

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 CUMULATIVE POSITION TIME LUEPKER 06/26/2012

Facility Area Date Time Local

Quick Update

History			
Time	Op	From	To
Get More Records			
1323	CM	Concurrent	Sign-Out
1324	VW	Available	On Position
1355	LR	OJTDEV	Available
1355	SD	OJT	On Position
1400	VW	CIC	Concurrent
1400	VW	On Position	CIC
1400	CM	Watch Desk	On Position
1401	SM	Other Duties	Available
1401	DL	On Position	Available
1402	DL	Available	OJTDEV
1402	CM	On Position	OJT
1403	CM	OJT	OJT
1403	DL	OJTDEV	Available
1403	SM	Available	OJTDEV
1435	LR	Available	Other Duties
1442	SD	On Position	Available
1442	DL	Available	On Position
1500	DR	Sign-In	Available
1506	VW	Concurrent	Sign-Out
1507	DR	Available	On Position

On Position					Available List			
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name
1717	00+42	DL	LYONS	LC	1740	00+19	SD	DUNLEAVY
1730	00+29	DR	REEVES	CD	1756	00+03	VW	KANZLER
1756	00+03	JM	MORIN	GC	1756	00+03	LR	SMITH

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
1740	00+19	CM	MAZZA	WSCIC	1220	05+39	DB	BROWNE	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					1757	00+02	PB	BRANCATO	NON-POSITION OPERATIONAL DUTIES - ATC
					1758	00+01	SM	MARTIN	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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 CUMULATIVE POSITION TIME LUEPKER 06/26/2012

Facility Area Date Time Local
 Quick Update

History			
Time	Op	From	To
Get More Records			
0237	AM	On Position	Available
0237	DM	On Position	Available
0238	TS	CIC	Concurrent
0238	WW	On Position	Available
0245	CM	Available	Sign-Out
0245	JA	Available	On Position
0300	DL	On Position	Available
0300	WW	Available	On Position
0305	DM	Available	On Position
0312	TS	Concurrent	Sign-Out
0313	TO	Available	On Position
0320	AM	Available	On Position
0320	WW	On Position	Available
0347	JA	On Position	Available
0400	WW	Available	Sign-Out
0400	AM	Available	Sign-Out
0400	AM	On Position	Available
0400	DL	Available	Sign-Out
0400	JA	Available	Sign-Out
0400	MB	Other Duties	Sign-Out

On Position					Available List			
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name
1317	00+39	VW	KANZLER	LC	1316	00+40	LR	SMITH
1316	00+40	SD	DUNLEAVY	GC	1355	00+01	DL	LYONS
1355	00+01	PB	BRANCATO	CD				

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
1220	01+36	VW	KANZLER	WSCIC	1100	02+56	SM	MARTIN	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					1200	01+56	BD	DEGENNARO	ADMINISTRATIVE ACTIVITIES - MGT
					1230	01+26	DB	BROWNE	ADMIN TRAINING ADMINISTRATION - ATC



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 CUMULATIVE POSITION TIME TODD LUEPKER 06/26/2012

Facility Area Date Time Local

Quick Update

History				On Position					Available List				
Time	Op	From	To	On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
Get More Records				2058	00+49	BD	DEGENNARO	CD	1946	02+01	PB	BRANCATO	
1831	LR	Available	Other Duties	2058	00+49	SM	MARTIN	CD	2051	00+56	SD	DUNLEAVY	
1840	RW	Available	Other Duties	2051	00+56	DL	LYONS	LC	2053	00+54	NL	DRACE	
1840	PB	Available	On Position	2146	00+01	JM	MORIN	GC	2053	00+54	LR	SMITH	
1841	AA	On Position	On Position						2057	00+50	DR	REEVES	
1841	GT	On Position	Available						2146	00+01	AA	AVILES	
1845	JR	On Position	Available										
1845	DL	Available	On Position										
1845	BH	Available	Sign-Out										
1858	JM	Available	On Position										
1858	DR	On Position	Available										
1900	NY	Available	Sign-Out										
1900	BD	Sign-In	Other Duties										
1900	NL	Sign-In	Other Duties										
1900	GT	Available	Sign-Out										
1913	RW	Other Duties	Available										
1919	AA	On Position	Available										
1919	PB	On Position	On Position										
1930	RW	Available	Sign-Out										
1930	LR	Other Duties	Available										
1930	JR	Available	Sign-Out										

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
2056	00+51	VW	KANZLER	WSCIC	2005	01+42	DB	BROWNE	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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 CUMULATIVE POSITION TIME LUEPKER 06/26/2012

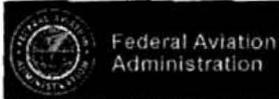
Facility Area Date Time Local
 Quick Update

History			
Time	Op	From	To
Get More Records			
2056	VW	Available	CIC
2057	BD	Available	On Position
2057	DR	On Position	Available
2058	BD	On Position	OJT
2058	SM	Other Duties	OJTDEV
2146	JM	Available	On Position
2146	AA	On Position	Available
2147	DL	On Position	Available
2147	PB	Available	On Position
2149	LR	Available	Other Duties
2200	NL	Available	Other Duties
2200	SD	Available	Other Duties
2209	DR	Available	Other Duties
2220	DL	Available	Other Duties
2233	DR	Other Duties	Available
2234	NL	Other Duties	On Position
2234	BD	OJT	Available
2234	SM	OJTDEV	Other Duties
2240	BD	Available	Other Duties
2245	AA	Available	Sign-Out

On Position					Available List				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
0049	00+12	SD	<u>DUNLEAVY</u>	CD					
0049	00+12	DB	<u>BROWNE</u>	CD					
0037	00+24	NL	<u>DRACE</u>	GC					
0052	00+09	DL	<u>LYONS</u>	LC					

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
2056	04+05	VW	<u>KANZLER</u>	WSCIC	2234	02+27	SM	<u>MARTIN</u>	# PRE/POST POSITION BRIEFING - ATC
					0029	00+32	BD	<u>DEGENNARO</u>	TRAINING (CBI MBI REFRESHER ETC.) - MGT
					0052	00+09	LR	<u>SMITH</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					0100	00+01	PB	<u>BRANCATO</u>	Leave

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CUMULATIVE POSITION TIME LUEPKER 06/26/2012

Facility Area Date Time Local
Quick Update

Time	Op	From	To
Get More Records			
2057	DR	On Position Available	
2058	BD	On Position OJT	
2058	SM	Other Duties OJTDEV	
2146	AA	On Position Available	
2146	JM	Available On Position	
2147	DL	On Position Available	
2147	PB	Available On Position	
2149	LR	Available Other Duties	
2200	NL	Available Other Duties	
2200	SD	Available Other Duties	
2209	DR	Available Other Duties	
2220	DL	Available Other Duties	
2233	DR	Other Duties Available	
2234	BD	OJT Available	
2234	NL	Other Duties On Position	
2234	SM	OJTDEV Other Duties	
2240	BD	Available Other Duties	
2245	AA	Available Sign-Out	
2254	SD	Other Duties On Position	
2254	JM	On Position Available	

On Position					Available List				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
0037	00+38	NL	<u>DRACE</u>	GC	0114	00+01	DB	<u>BROWNE</u>	
0052	00+23	DL	<u>LYONS</u>	LC					
0114	00+01	SD	<u>DUNLEAVY</u>	CD					

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
2056	04+19	VW	<u>KANZLER</u>	WSCIC	2234	02+41	SM	<u>MARTIN</u>	# PRE/POST POSITION BRIEFING - ATC
					0029	00+46	BD	<u>DEGENNARO</u>	TRAINING (CBI MBI REFRESHER ETC.) - MGT
					0052	00+23	LR	<u>SMITH</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					0100	00+15	PB	<u>BRANCATO</u>	Leave

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History for White Plains, NY

Thursday, January 26, 2012

Thursday, January 26, 2012

« Previous Day January 26 2012 View Next Day »

Daily Weekly Monthly Custom

	Actual	Average	Record
Temperature			
Mean Temperature	35 °F	-	
Max Temperature	37 °F	33 °F	55 °F (1978)
Min Temperature	33 °F	19 °F	6 °F (2007)
Degree Days			
Heating Degree Days	30		
Moisture			
Dew Point	29 °F		
Average Humidity	81		
Maximum Humidity	100		
Minimum Humidity	65		
Precipitation			
Precipitation	0.14 in	-	- ()
Sea Level Pressure			
Sea Level Pressure	30.10 in		
Wind			
Wind Speed	3 mph (East)		
Max Wind Speed	8 mph		
Max Gust Speed	-		
Visibility	6 miles		
Events	Fog , Rain , Snow		

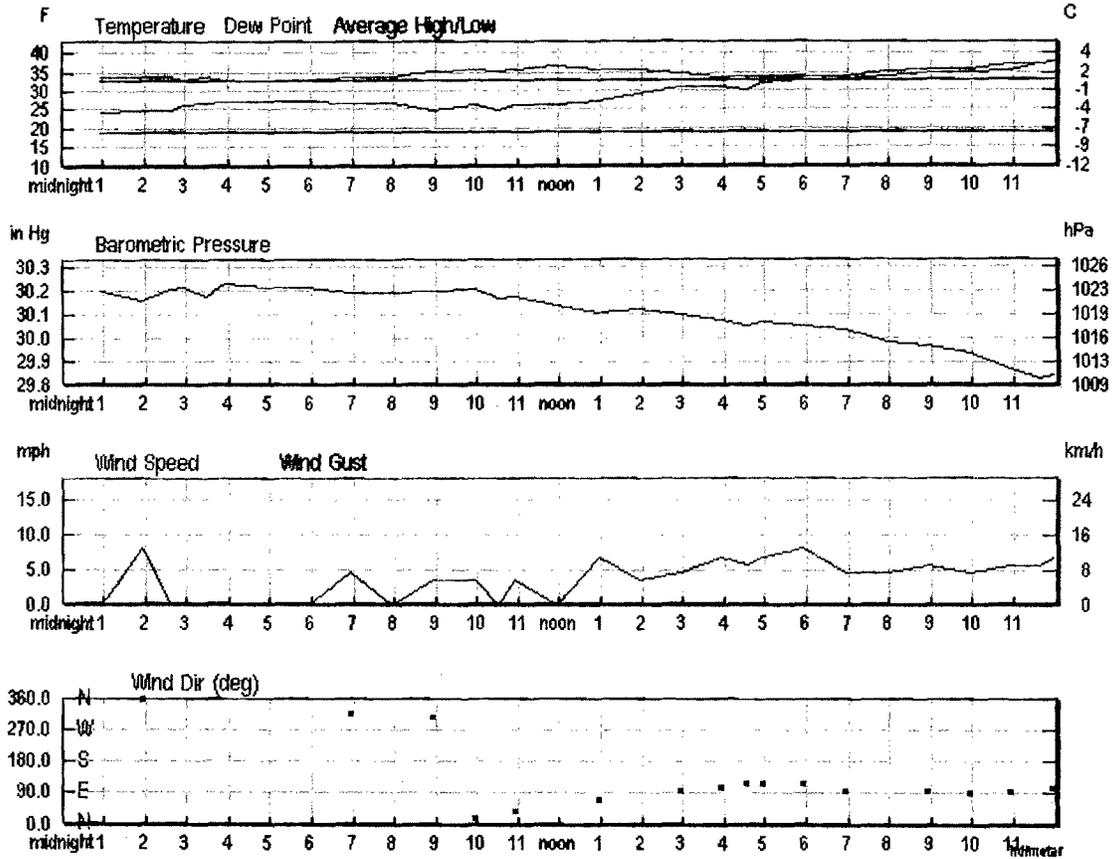
Averages and records for this station are not official NWS values.

Click here for data from the nearest station with official NWS data (KLGA).

T = Trace of Precipitation, MM = Missing Value

Source: NWS Daily Summary

Seasonal Weather Averages



Certify This Report

Hourly Observations

Time (EST)	Temp.	Windchill	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust S
12:56 AM	34.0 °F	-	24.1 °F	67%	30.20 in	10.0 mi	Calm	Calm	-
METAR KHPN 260556Z 00000KT 10SM BKN110 01/M04 A3018 RMK AO2 SLP227 T00111044 10022 20011 58006									
1:56 AM	33.8 °F	27.0 °F	24.8 °F	70%	30.16 in	10.0 mi	North	8.1 mph	-
METAR KHPN 260656Z 36007KT 10SM BKN075 OVC085 01/M04 A3016									
2:39 AM	33.8 °F	-	24.8 °F	70%	30.21 in	9.0 mi	Calm	Calm	-
SPECI KHPN 260739Z 00000KT 9SM -SN OVC044 01/M04 A3021 RMK AO2 RAB04E20UPB20E23SNB39 P0000									
2:56 AM	33.1 °F	-	26.1 °F	75%	30.22 in	6.0 mi	Calm	Calm	-
METAR KHPN 260756Z 00000KT 6SM -SN BR OVC046 01/M03 A3020 RMK AO2 RAB04E20UPB20E23SNB39 SLP233 P0000 T0006									

Show Hourly Obs Only | Hide full METARS | METAR FAQ | Comma Delimited File

Time (EST)	Temp.	Windchill	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust S
3:28 AM	33.8 °F	-	26.6 °F	75%	30.18 in	10.0 mi	Calm	Calm	-
SPECI KHPN 260828Z 00000KT 10SM OVC060 01/M03 A3018 RMK AO2 RAB07E28SNE07 P0000									
3:56 AM	33.1 °F	-	27.0 °F	78%	30.23 in	10.0 mi	Calm	Calm	-
METAR KHPN 260856Z 00000KT 10SM OVC060 01/M03 A3021 RMK AO2 RAB07E28SNE07 SLP237 P0000 60000 T00061028 53011									
4:56 AM	33.1 °F	-	27.0 °F	78%	30.22 in	10.0 mi	Calm	Calm	-
METAR KHPN 260956Z 00000KT 10SM OVC065 01/M03 A3019 RMK AO2 SLP231 T00061028									
5:56 AM	33.1 °F	-	27.0 °F	78%	30.22 in	10.0 mi	Calm	Calm	-
METAR KHPN 261056Z 00000KT 10SM BKN055 OVC075 01/M03 A3019 RMK AO2 SLP232 T00061028									
6:56 AM	33.8 °F	29.6 °F	26.6 °F	75%	30.19 in	10.0 mi	NW	4.6 mph	-
METAR KHPN 261156Z 32004KT 10SM BKN050 01/M03 A3019									
7:56 AM	33.8 °F	-	26.6 °F	75%	30.19 in	10.0 mi	Calm	Calm	-
METAR KHPN 261256Z 00000KT 10SM OVC048 01/M03 A3019									
8:56 AM	35.6 °F	32.8 °F	24.8 °F	65%	30.20 in	10.0 mi	NW	3.5 mph	-
METAR KHPN 261356Z 31003KT 10SM FEW065 OVC085 02/M04 A3020									
9:56 AM	36.0 °F	33.3 °F	26.1 °F	67%	30.21 in	10.0 mi	NNE	3.5 mph	-
METAR KHPN 261456Z 02003KT 10SM FZDZ FEW070 BKN090 02/M03 A3018 RMK AO2 RAB38E48UPB52E55FZDZB55 SLP229 P058002									
10:32 AM	35.6 °F	-	24.8 °F	65%	30.17 in	10.0 mi	Calm	Calm	-
SPECI KHPN 261532Z 00000KT 10SM PL FEW070 BKN090 02/M04 A3017 RMK AO2 FZDZE26PLB26 P0000									
10:56 AM	36.0 °F	33.3 °F	26.1 °F	67%	30.18 in	10.0 mi	NE	3.5 mph	-
METAR KHPN 261556Z 04003KT 10SM SCT045 BKN090 02/M03 A3016 RMK AO2 FZDZE26PLB26E53 SLP220 P0000 T00221033									
11:56 AM	37.0 °F	-	26.1 °F	65%	30.14 in	10.0 mi	Calm	Calm	-
METAR KHPN 261656Z 00000KT 10SM -RA BKN050 OVC065 03/M03 A3012 RMK AO2 UPB20E31RAB31PLB16E52 SLP205 P0000									
12:56 PM	36.0 °F	30.3 °F	27.0 °F	70%	30.11 in	10.0 mi	ENE	6.9 mph	-
METAR KHPN 261756Z 07006KT 10SM PL OVC070 02/M03 A3009 RMK AO2 RAE52PLB52 SLP196 P0000 60000 T00221028 10028									
1:56 PM	36.0 °F	33.3 °F	28.9 °F	76%	30.12 in	9.0 mi	Variable	3.5 mph	-
METAR KHPN 261856Z VRB03KT 9SM -RA OVC060 02/M02 A3009 RMK AO2 RAB41PLE52 SLP198 P0000 T00221017									
2:56 PM	35.1 °F	31.0 °F	30.9 °F	85%	30.10 in	9.0 mi	East	4.6 mph	-
METAR KHPN 261956Z 10004KT 9SM -RA BKN035 BKN060 OVC070 02/M01 A3007 RMK AO2 SLP191 P0002 T00171006									

Show Hourly Obs Only | Hide full METARS | METAR FAQ | Comma Delimited File

Time (EST)	Temp.	Windchill	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust S
3:56 PM	34.0 °F	28.0 °F	30.9 °F	89%	30.08 in	3.0 mi	ESE	6.9 mph	-
METAR KHPN 262056Z 11006KT 3SM -RA BR SCT025 BKN030 OVC035 01/M01 A3005 RMK AO2 SLP184 P0001 60003 T00111006									
4:32 PM	33.8 °F	28.6 °F	30.2 °F	87%	30.05 in	1.5 mi	ESE	5.8 mph	-
SPECI KHPN 262132Z 12005KT 1 1/2SM -RA BR SCT025 BKN030 OVC035 01/M01 A3005 RMK AO2 P0003									
4:56 PM	34.0 °F	28.0 °F	32.0 °F	92%	30.07 in	2.0 mi	ESE	6.9 mph	-
METAR KHPN 262156Z 12006KT 2SM -RA BR BKN011 OVC049 01/00 A3004 RMK AO2 SLP181 P0003 T00110000									
5:56 PM	34.0 °F	27.2 °F	33.1 °F	96%	30.05 in	2.0 mi	ESE	8.1 mph	-
METAR KHPN 262256Z 12007KT 2SM -RA BR BKN011 OVC049 01/01 A3003 RMK AO2 SLP175 P0002 T00110006									
6:56 PM	34.0 °F	29.8 °F	33.1 °F	96%	30.04 in	3.0 mi	East	4.6 mph	-
METAR KHPN 262356Z 10004KT 3SM -RA BR OVC005 01/01 A3002 RMK AO2 SLP172 P0000 60008 T00110006 10022 20011 58011									
7:56 PM	35.6 °F	31.7 °F	33.8 °F	93%	29.98 in	1.0 mi	Variable	4.6 mph	-
METAR KHPN 270056Z VRB04KT 1SM R16/P6000FT RA BR OVC004 02/01 A2998									
8:56 PM	36.0 °F	31.1 °F	35.1 °F	97%	29.97 in	0.8 mi	East	5.8 mph	-
METAR KHPN 270156Z 10005KT 3/4SM R16/P6000FT RA BR VV003 02/02 A2995 RMK AO2 SLP149 P0002 T00220017									
9:56 PM	36.0 °F	32.1 °F	35.1 °F	97%	29.94 in	0.5 mi	East	4.6 mph	-
METAR KHPN 270256Z 09004KT 1/2SM R16/P6000FT RA FG VV003 02/02 A2991 RMK AO2 SLP136 P0002 60005 T00220017 5803									
10:56 PM	37.4 °F	32.8 °F	35.6 °F	93%	29.87 in	0.2 mi	East	5.8 mph	-
METAR KHPN 270356Z 10005KT 1/4SM R16/P6000FT -DZ FG VV003 03/02 A2987									
11:37 PM	37.4 °F	32.8 °F	37.4 °F	100%	29.83 in	0.8 mi	Variable	5.8 mph	-
SPECI KHPN 270437Z VRB05KT 3/4SM R16/4000V5500FT DZ BR VV003 03/03 A2983 RMK AO2 P0001									
11:56 PM	37.9 °F	32.7 °F	37.9 °F	100%	29.84 in	0.8 mi	ESE	6.9 mph	-
METAR KHPN 270456Z 11006KT 3/4SM R16/5000VP6000FT -RA BR VV002 03/03 A2982 RMK AO2 DZE51RAB51 SLP105 P0002 T00220017									

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT TODD

CUMULATIVE POSITION TIME LUEPKER 06/26/2012

Facility Area Date Time Local

Quick Update

History			
Time	Op	From	To
Get More Records			
0128	WW	On Position	Available
0128	TO	Available	On Position
0135	JA	Other Duties	Sign-Out
0140	MB	Other Duties	Sign-Out
0156	DM	On Position	Available
0156	TS	Available	On Position
0200	AM	Available	Sign-Out
0219	TS	On Position	CIC
0219	TO	On Position	Available
0219	CM	Concurrent	On Position
0219	CM	Watch Desk	On Position
0219	TS	CIC	Concurrent
0224	CM	On Position	Available
0224	WW	Available	On Position
0240	CM	Available	Other Duties
0244	TS	CIC	On Position
0244	TO	Available	CIC
0244	TS	Concurrent	On Position
0245	DM	Available	On Position
0259	CM	Other Duties	Available

On Position					Available List			
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name
1209	00+01	VW	KANZLER	LC	1100	01+10	DB	BROWNE
1101	01+09	AM	BALLA	CD	1209	00+01	DL	LYONS
1120	00+50	SD	DUNLEAVY	GC				
1101	01+09	SM	MARTIN	CD				
1120	00+50	LR	SMITH	GC				

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
1119	00+51	VW	KANZLER	WSCIC	1200	00+10	CE	EDWARDS	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					1200	00+10	NG	REILLY	ADMINISTRATIVE ACTIVITIES - MGT

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT

CUMULATIVE POSITION TIME

TODD LUEPKER 06/26/2012

Facility Area Date Time Local

Quick Update

History				On Position					Available List				
Time	Op	From	To	On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
Get More Records				1546	00+50	MB	<u>NAGAR</u>	CD	1600	00+36	ZD	<u>DAHBALI</u>	
1200	NG	Available	Other Duties	1635	00+01	SD	<u>DUNLEAVY</u>	GC	1601	00+35	VW	<u>KANZLER</u>	
1209	DL	On Position	Available	1635	00+01	DL	<u>LYONS</u>	LC	1635	00+01	AM	<u>BALLA</u>	
1209	VW	CIC	Concurrent						1635	00+01	JA	<u>MONTELLA</u>	
1233	DB	Available	Other Duties										
1247	LR	OJTDEV	Available										
1247	SD	OJT	Available										
1247	DL	Available	On Position										
1248	AM	OJT	On Position										
1248	SM	OJTDEV	Available										
1249	VW	CIC	On Position										
1249	SD	Available	CIC										
1249	AM	On Position	Available										
1249	VW	Concurrent	On Position										
1337	VW	On Position	Available										
1337	SM	Available	On Position										
1338	SM	On Position	Available										
1338	DL	On Position	Available										
1338	VW	Available	CIC										
1338	AM	Available	On Position										
1338	SD	CIC	On Position										

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
1512	01+24	NG	<u>REILLY</u>	WSCIC	1425	02+11	SM	<u>MARTIN</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					1459	01+37	CE	<u>EDWARDS</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					1601	00+35	DB	<u>BROWNE</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					1601	00+35	LR	<u>SMITH</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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History for White Plains, NY

Monday, January 30, 2012

Monday, January 30, 2012

[« Previous Day](#)

January

30

2012

[View](#)

[Next Day »](#)

Daily

[Weekly](#)

[Monthly](#)

[Custom](#)

	Actual	Average	Record
Temperature			
Mean Temperature	34 °F	-	
Max Temperature	37 °F	35 °F	60 °F (2006)
Min Temperature	30 °F	21 °F	4 °F (1977)
Degree Days			
Heating Degree Days	32		
Moisture			
Dew Point	15 °F		
Average Humidity	44		
Maximum Humidity	57		
Minimum Humidity	36		
Precipitation			
Precipitation	0.00 in	-	- ()
Sea Level Pressure			
Sea Level Pressure	30.19 in		
Wind			
Wind Speed	11 mph (WNW)		
Max Wind Speed	22 mph		
Max Gust Speed	31 mph		
Visibility	10 miles		
Events			

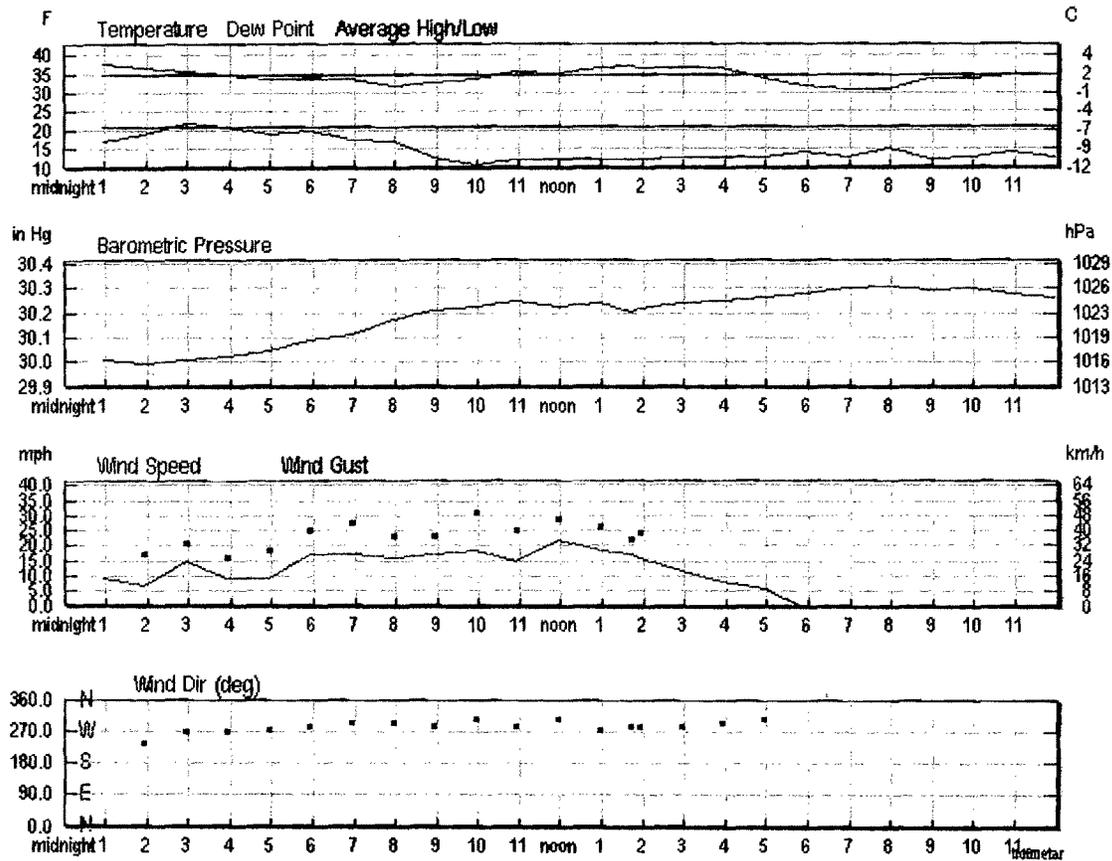
Averages and records for this station are not official NWS values.

[Click here for data from the nearest station with official NWS data \(KLGA\).](#)

T = Trace of Precipitation, **MM** = Missing Value

Source: NWS Daily Summary

[Seasonal Weather Averages](#)



Certify This Report

Hourly Observations

Time (EST)	Temp.	Windchill	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust S
12:56 AM	37.9 °F	31.5 °F	17.1 °F	43%	30.01 in	10.0 mi	West	9.2 mph	16.1 m
METAR KHPN 300556Z 26008G14KT 10SM SCT070 03/M08 A2999 RMK AO2 SLP160 T00331083 10039 21006 56014									
1:56 AM	37.0 °F	31.6 °F	19.0 °F	48%	29.99 in	10.0 mi	WSW	6.9 mph	17.3 m
METAR KHPN 300656Z 24006G15KT 10SM FEW075 03/M07 A2997 RMK AO2 SLP154 T00281072									
2:56 AM	36.0 °F	26.7 °F	21.9 °F	57%	30.01 in	10.0 mi	West	15.0 mph	20.7 m
METAR KHPN 300756Z 27013G18KT 10SM FEW100 02/M06 A2999 RMK AO2 SLP160 T00221056									
3:56 AM	35.1 °F	27.9 °F	21.0 °F	57%	30.02 in	10.0 mi	West	9.2 mph	16.1 m

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Time (EST)	Temp.	Windchill	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust S
METAR KHPN 300856Z 27008G14KT 10SM FEW042 02/M06 A3000 RMK AO2 SLP166 T00171061 53006									
4:56 AM	34.0 °F	26.6 °F	19.0 °F	54%	30.05 in	10.0 mi	West	9.2 mph	18.4 m
METAR KHPN 300956Z 28008G16KT 10SM CLR 01/M07 A3003 RMK AO2 SLP175 T00111072									
5:56 AM	34.0 °F	23.4 °F	19.9 °F	56%	30.09 in	10.0 mi	WNW	17.3 mph	25.3 m
METAR KHPN 301056Z 29015G22KT 10SM BKN044 01/M07 A3006 RMK AO2 SLP187 T00111067									
6:56 AM	33.8 °F	23.2 °F	17.6 °F	52%	30.11 in	10.0 mi	WNW	17.3 mph	27.6 m
METAR KHPN 301156Z 30015G24KT 10SM SCT042 01/M08 A3011									
7:56 AM	32.0 °F	21.2 °F	17.1 °F	54%	30.17 in	10.0 mi	WNW	16.1 mph	23.0 m
METAR KHPN 301256Z 30014G20KT 10SM FEW050 00/M08 A3014 RMK AO2 SLP215 T00001083									
8:56 AM	33.1 °F	22.2 °F	12.9 °F	43%	30.21 in	10.0 mi	WNW	17.3 mph	23.0 m
METAR KHPN 301356Z 29015G20KT 10SM FEW050 01/M11 A3018 RMK AO2 PK WND 30026/1308 SLP228 T00061106									
9:56 AM	34.0 °F	23.0 °F	10.9 °F	38%	30.23 in	10.0 mi	NW	18.4 mph	31.1 m
METAR KHPN 301456Z 31016G27KT 10SM FEW060 01/M12 A3021 RMK AO2 PK WND 32027/1452 SLP237 T00111117 51032									
10:56 AM	36.0 °F	26.7 °F	12.0 °F	37%	30.25 in	10.0 mi	WNW	15.0 mph	25.3 m
METAR KHPN 301556Z 29013G22KT 10SM FEW060 02/M11 A3022 RMK AO2 PK WND 30027/1503 SLP241 T00221111									
11:56 AM	35.6 °F	24.2 °F	12.2 °F	38%	30.23 in	10.0 mi	NW	21.9 mph	28.8 m
METAR KHPN 301656Z 31019G25KT 10SM SCT050 02/M11 A3023									
12:56 PM	37.0 °F	27.0 °F	12.0 °F	36%	30.24 in	10.0 mi	West	18.4 mph	26.5 m
METAR KHPN 301756Z 28016G23KT 10SM SCT060 03/M11 A3022 RMK AO2 SLP240 T00281111 10028 20000 50003									
1:43 PM	37.4 °F	27.8 °F	12.2 °F	36%	30.20 in	10.0 mi	WNW	17.3 mph	21.9 m
SPECI KHPN 301843Z 29015G19KT 10SM BKN055 03/M11 A3020 RMK AO2 WSHFT 1828									
1:56 PM	37.0 °F	27.7 °F	12.0 °F	36%	30.22 in	10.0 mi	WNW	16.1 mph	24.2 m
METAR KHPN 301856Z 29014G21KT 10SM SCT055 03/M11 A3020 RMK AO2 WSHFT 1828 SLP234 T00281111									
2:56 PM	37.0 °F	29.3 °F	12.9 °F	37%	30.24 in	10.0 mi	WNW	11.5 mph	-
METAR KHPN 301956Z 29010KT 10SM SCT055 03/M11 A3022 RMK AO2 SLP239 T00281106									
3:56 PM	37.0 °F	31.0 °F	12.9 °F	37%	30.25 in	10.0 mi	WNW	8.1 mph	-

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Time (EST)	Temp.	Windchill	Dew Point	Humidity	Pressure	Visibility	Wind Dir	Wind Speed	Gust S
METAR KHPN 302056Z 30007KT 10SM CLR 03/M11 A3023 RMK AO2 SLP242 T00281106 53003									
4:56 PM	34.0 °F	28.8 °F	12.9 °F	42%	30.26 in	10.0 mi	NW	5.8 mph	-
METAR KHPN 302156Z 31005KT 10SM CLR 01/M11 A3023 RMK AO2 SLP246 T00111106									
5:56 PM	32.0 °F	-	14.0 °F	48%	30.28 in	10.0 mi	Calm	Calm	-
METAR KHPN 302256Z 00000KT 10SM CLR 00/M10 A3025 RMK AO2 SLP253 T00001100									
6:56 PM	30.9 °F	-	12.9 °F	47%	30.30 in	10.0 mi	Calm	Calm	-
METAR KHPN 302356Z 00000KT 10SM CLR M01/M11 A3028 RMK AO2 SLP261 T10061106 10033 21011 53017									
7:56 PM	30.9 °F	-	15.1 °F	52%	30.31 in	10.0 mi	Calm	Calm	-
METAR KHPN 310056Z 00000KT 10SM CLR M01/M09 A3028 RMK AO2 SLP262 T10061094									
8:56 PM	34.0 °F	-	12.0 °F	40%	30.29 in	10.0 mi	Calm	Calm	-
METAR KHPN 310156Z 00000KT 10SM BKN070 BKN080 01/M11 A3026 RMK AO2 SLP255 T00111111									
9:56 PM	34.0 °F	-	12.9 °F	42%	30.30 in	10.0 mi	Calm	Calm	-
METAR KHPN 310256Z 00000KT 10SM BKN100 01/M11 A3027 RMK AO2 SLP258 T00111106 55002									
10:56 PM	35.1 °F	-	14.0 °F	42%	30.28 in	10.0 mi	Calm	Calm	-
METAR KHPN 310356Z 00000KT 10SM BKN095 02/M10 A3026 RMK AO2 SLP253 T00171100									
11:56 PM	35.1 °F	-	12.9 °F	40%	30.26 in	10.0 mi	Calm	Calm	-
METAR KHPN 310456Z COR 00000KT 10SM SCT095 02/M11 A3024 RMK AO2 SLP247 T00171106 400331017									

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT
 CUMULATIVE POSITION TIME TODD LUEPKER 06/26/2012

Facility Area Date Time Local

Quick Update

Time	Op	From	To
Get More Records			
1100	VW	Sign-In Available	
1100	SM	Sign-In Available	
1100	LR	Sign-In Available	
1100	BH	Sign-In Other Duties	
1115	SM	Available Other Duties	
1120	DB	Available Other Duties	
1148	NG	Sign-In Available	
1158	VW	Available On Position	
1158	PB	On Position Available	
1200	LR	Available Other Duties	
1200	NG	Available Other Duties	
1228	SD	Concurrent Sign-Out	
1229	PB	Available On Position	
1259	VW	On Position Available	
1259	SD	CIC Concurrent	
1319	NG	Other Duties Available	
1329	SD	Concurrent On Position	
1329	NG	Available Watch Desk	
1329	SD	CIC On Position	
1340	PB	On Position Available	

On Position					Available List				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
1616	00+35	ZD	DAHBAJI	GC	1616	00+35	LR	SMITH	
1623	00+28	PB	BRANCATO	LC	1626	00+25	SM	MARTIN	
1650	00+01	SD	DUNLEAVY	CD	1635	00+16	DB	BROWNE	
					1650	00+01	VW	KANZLER	

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
1329	03+22	NG	REILLY	WSCIC	1100	05+51	BH	HEUER	Leave

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT TODD

CUMULATIVE POSITION TIME

LUEPKER 06/27/2012

Facility Area Date Time Local

Quick Update

History

Time Op From To

Get More Records			
0630	null	Available	On Position
0630	DL	On Position	Available
0630	DB	Sign-In	Available
0632	NG	Sign-In	Available
0635	DB	Available	Other Duties
0645	NG	Available	Other Duties
0702	BH	Available	Other Duties
0705	GT	Available	On Position
0705	SM	OJTDEV	Other Duties
0705	DL	Available	On Position
0705	VW	CIC	Concurrent
0705	SD	OJT	Available
0705	null	On Position	Available
0705	DR	On Position	Available
0800	DR	Available	On Position
0800	DL	On Position	Available
0803	GT	On Position	Available
0814	VW	Concurrent	Available
0814	null	CIC	Concurrent
0814	null	Available	CIC

On Position

On	Elapsed	Op	Last Name	Pos ID
1148	00+23	NG	REILLY	GC
1148	00+23	GT	THOMAS	GC
1146	00+25	VW	KANZLER	CD
1210	00+01		CHODHURY	LC

Available List

On	Elapsed	Op	Last Name
1109	01+02	DR	REEVES
1146	00+25	SM	MARTIN
1210	00+01	DL	LYONS

Operations Supervisor / CIC

On	Elapsed	Op	Last Name	Pos ID
1148	00+23	SD	DUNLEAVY	WSCIC

Other Duties

On	Elapsed	Op	Last Name	Task Name
0635	05+36	DB	BROWNE	TRAINING (CBI MBI REFRESHER ETC.) - ATC
0702	05+09	BH	HEUER	ADMIN TRAINING ADMINISTRATION - ATC
1013	01+58	MB	NAGAR	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT CUMULATIVE POSITION TIME KURT CASPER 07/02/2012

Facility **HPN** Area **OPERATIONS** Date **16 Jan, 2012** Time **1359** Local Zulu

Quick Update Time Event

- History**
- | Time | Op | From | To |
|------|----|------------------------|----|
| 1400 | LR | Other Duties Available | |
| 1427 | NG | Concurrent Sign-Out | |
| 1428 | PB | Available On Position | |
| 1431 | VW | On Position OJT | |
| 1431 | LR | Available OJTDEV | |
| 1440 | SM | Other Duties Available | |
| 1443 | SD | Available OJT | |
| 1443 | VW | OJT Available | |
| 1443 | LR | OJTDEV OJTDEV | |
| 1531 | VW | Available OJT | |
| 1531 | SM | Available OJTDEV | |
| 1540 | PB | On Position Available | |
| 1540 | NG | CIC Concurrent | |
| 1600 | ZD | Sign-in Available | |
| 1616 | ZD | Available On Position | |
| 1616 | SD | OJT Available | |
| 1616 | LR | OJTDEV Available | |
| 1622 | NG | Concurrent Sign-Out | |
| 1623 | PB | Available On Position | |
| 1626 | VW | OJT On Position | |
| 1626 | SM | OJTDEV Available | |

On Position

On	Elapsed	Op	Last Name	Pos ID
1340	00+21	NG	REILLY	LC
1400	00+01	VW	KANZLER	GC

Available List

On	Elapsed	Op	Last Name
1340	00+21	PB	BRANCATO
1400	00+01	SD	DUNLEAVY
1400	00+01	LR	SMITH

Operations Supervisor / CIC

On	Elapsed	Op	Last Name	Pos ID
1329	00+32	NG	REILLY	WSCIC

Other Duties

On	Elapsed	Op	Last Name	Task Name
1100	03+01	8H	HEUER	Leave
1115	02+46	SM	MARTIN	TRAINING (CBI MBI REFRESHER ETC.) - ATC
1120	02+41	08	BROWNE	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT
 CUMULATIVE POSITION TIME TODD LUEPKER 07/20/2012

Facility Area Date Time Local

Quick Update

History			
Time	Op	From	To
Get More Records			
0011	JA	On Position Available	
0011	CM	Watch Desk Available	
0011	TO	Available On Position	
0011	WW	On Position Available	
0032	JA	Available Other Duties	
0032	WW	Available Other Duties	
0102	CM	Available Other Duties	
0103	NL	Concurrent Sign-Out	
0103	JA	Other Duties Available	
0103	WW	Other Duties Available	
0104	WW	Available On Position	
0104	JA	Available On Position	
0104	ZD	On Position Available	
0104	TO	On Position Available	
0146	TO	Available On Position	
0146	ZD	Available On Position	
0146	WW	On Position Available	
0146	JA	On Position Available	
0228	WW	Available CIC	
0228	NL	CIC Available	

On Position Available List

On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name
1100	00+49	SD	<u>DUNLEAVY</u>	LC	1100	00+49	VW	<u>KANZLER</u>
1100	00+49	PB	<u>BRANCATO</u>	GC	1100	00+49	LR	<u>SMITH</u>
					1148	00+01	NG	<u>REILLY</u>

Operations Supervisor / CIC Other Duties

On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
1100	00+49	SD	<u>DUNLEAVY</u>	WSCIC	1100	00+49	BH	<u>HEUER</u>	Leave
					1115	00+34	SM	<u>MARTIN</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC
					1120	00+29	DB	<u>BROWNE</u>	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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 CUMULATIVE POSITION TIME TODD LUEPKER 06/27/2012

Facility Area Date Time Local

Quick Update

History				On Position				Available List				
Time	Op	From	To	On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name
Get More Records				0600	00+31	BH	<u>HEUER</u>	LC	0600	00+31	DL	<u>LYONS</u>
1828	NL	Available	On Position	0602	00+29		<u>CHOU DHURY</u>	GC	0600	00+31	DR	<u>REEVES</u>
1859	TS	On Position	Available	0602	00+29	GT	<u>THOMAS</u>	GC	0630	00+01	VW	<u>KANZLER</u>
1859	NY	Available	On Position						0630	00+01	SM	<u>MARTIN</u>
1908	PB	Available	On Position									
1908	NL	On Position	Available									
1918	JM	Available	On Position									
1918	PB	On Position	Available									
1918	AA	On Position	Available									
1918	AM	Available	On Position									
2005	TS	Available	On Position									
2005	NY	On Position	Available									
2015	AA	Available	On Position									
2015	JM	On Position	Available									
2020	NL	Available	On Position									
2020	AM	On Position	Available									
2026	PB	Available	On Position									
2026	NL	On Position	CIC									
2026	CM	Watch Desk	Available									
2027	PB	On Position	Available									
Operations Supervisor / CIC								Other Duties				
0545	00+46	BH	<u>HEUER</u>	WSCIC	0545	00+46	SD	<u>DUNLEAVY</u>	Leave			

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT
 CUMULATIVE POSITION TIME TODD LUEPKER 06/26/2012

Facility Area Date Time Local Get Report
 Quick Update

Time	Op	From	To
Get More Records			
1100	VW	Sign-In Available	
1100	SM	Sign-In Available	
1100	LR	Sign-In Available	
1100	BH	Sign-In Other Duties	
1115	SM	Available Other Duties	
1120	DB	Available Other Duties	
1148	NG	Sign-In Available	
1158	VW	Available On Position	
1158	PB	On Position Available	
1200	LR	Available Other Duties	
1200	NG	Available Other Duties	
1228	SD	Concurrent Sign-Out	
1229	PB	Available On Position	
1259	VW	On Position Available	
1259	SD	CIC Concurrent	
1319	NG	Other Duties Available	
1329	SD	Concurrent On Position	
1329	NG	Available Watch Desk	
1329	SD	CIC On Position	
1340	PB	On Position Available	

On Position					Available List				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	
1616	00+35	ZD	DAHBAI	GC	1616	00+35	LR	SMITH	
1623	00+28	PB	BRANCATO	LC	1626	00+25	SM	MARTIN	
1650	00+01	SD	DUNLEAVY	CD	1635	00+16	DB	BROWNE	
					1650	00+01	VW	KANZLER	

Operations Supervisor / CIC					Other Duties				
On	Elapsed	Op	Last Name	Pos ID	On	Elapsed	Op	Last Name	Task Name
1329	03+22	NG	REILLY	WSCIC	1100	05+51	BH	HEUER	Leave

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT
 CUMULATIVE POSITION TIME TODD LUEPKER 06/27/2012

Facility Area Date Time Local Get Report
 Quick Update

Time	Op	From	To
Get More Records			
0146	JA	On Position	Available
0146	ZD	Available	On Position
0146	TO	Available	On Position
0146	WW	On Position	Available
0228	CM	Other Duties	Available
0228	NL	CIC	Available
0228	WW	Available	CIC
0230	CM	Available	Sign-Out
0245	ZD	On Position	Available
0245	JA	Available	On Position
0246	WW	CIC	Concurrent
0246	TO	On Position	Available
0300	NL	Available	Sign-Out
0330	JA	On Position	Available
0330	ZD	Available	On Position
0348	MB	Other Duties	Available
0400	ZD	On Position	Available
0400	WW	Concurrent	Available
0400	ZD	Available	Sign-Out
0400	WW	CIC	Available

On	Elapsed	Op	Last Name	Pos ID
1340	00+21	NG	REILLY	LC
1400	00+01	VW	KANZLER	GC

On	Elapsed	Op	Last Name
1340	00+21	PB	BRANCATO
1400	00+01	SD	DUNLEAVY
1400	00+01	LR	SMITH

On	Elapsed	Op	Last Name	Pos ID
1329	00+32	NG	REILLY	WSCIC

On	Elapsed	Op	Last Name	Task Name
1100	03+01	BH	HEUER	Leave
1115	02+46	SM	MARTIN	TRAINING (CBI MBI REFRESHER ETC.) - ATC
1120	02+41	DB	BROWNE	TRAINING (CBI MBI REFRESHER ETC.) - ATC

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ART VIEWER DAILY STAFFING SUMMARY DASH-10 7230-4 PERSONNEL LOG SECTOR VIEW REPORT
 CUMULATIVE POSITION TIME TODD LUEPKER 06/27/2012

Facility Area Date Time Local
 Quick Update

Time	Op	From	To
Get More Records			
0011	JA	On Position Available	
0011	CM	Watch Desk Available	
0011	TO	Available On Position	
0011	WW	On Position Available	
0032	JA	Available Other Duties	
0032	WW	Available Other Duties	
0102	CM	Available Other Duties	
0103	NL	Concurrent Sign-Out	
0103	JA	Other Duties Available	
0103	WW	Other Duties Available	
0104	WW	Available On Position	
0104	JA	Available On Position	
0104	ZD	On Position Available	
0104	TO	On Position Available	
0146	TO	Available On Position	
0146	ZD	Available On Position	
0146	WW	On Position Available	
0146	JA	On Position Available	
0228	WW	Available CIC	
0228	NL	CIC Available	

On Position				
On	Elapsed	Op	Last Name	Pos ID
1100	00+49	SD	<u>DUNLEAVY</u>	LC
1100	00+49	PB	<u>BRANCATO</u>	GC

Available List				
On	Elapsed	Op	Last Name	
1100	00+49	VW	<u>KANZLER</u>	
1100	00+49	LR	<u>SMITH</u>	
1148	00+01	NG	<u>REILLY</u>	

Operations Supervisor / CIC				
On	Elapsed	Op	Last Name	Pos ID
1100	00+49	SD	<u>DUNLEAVY</u>	WSCIC

Other Duties			
On	Elapsed	Op	Last Name Task Name
1100	00+49	BH	<u>HEUER</u> Leave
1115	00+34	SM	<u>MARTIN</u> TRAINING (CBI MBI REFRESHER ETC.) - ATC
1120	00+29	DB	<u>BROWNE</u> TRAINING (CBI MBI REFRESHER ETC.) - ATC

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PERSONNEL LOG		REGION		FACILITY		AREA ID			DATE		
		AEA		HPN		OPERATIONS			MONTH: NOV	DAY: 08	YEAR: 2011
NAME	CODE	TIME ON	TIME OFF	HOURS ON DUTY	HOURS ON LEAVE	LEAVE TYPE	HOURS NON POSITION DUTIES ASGNDE	HOURS POSITION DUTIES ASGNDE	REMARKS FOR: ALL ABSENCES FROM FACILITY, TRNG, TDY AND NON POSITIONAL DUTIES		
HEUER, BRETT (BH) 05:45 - 15:45	R	05:45	15:45	10+00			00+00	03+47			
CHOUDHURY, THALHA (TC) 06:00 - 16:00	R	06:00	15:00	09+00	01+00	Leave	00+00	05+05			
LYONS, DANIEL (DL) 06:00 - 16:00	R	06:00	16:00	10+00			01+28	04+23			
REEVES, DARRYL (DR) 06:00 - 14:00	R	06:00	14:00	08+00			00+00	03+48			
THOMAS, GEORGE (GT) 06:00 - 16:00	R	06:00	16:00	10+00			00+00	04+07			
KANZLER, THOMAS (VW) 06:30 - 14:30	R	06:30	14:30	08+00			00+00	05+53			
MARTIN, STEVEN (SM) 06:30 - 14:30	R	06:30	14:30	08+00			07+23	00+00			
DEGENNARO, ROBERT (BD) 07:00 - 15:00	R	07:00	15:00	08+00			06+42	00+00			
PINKSTON, BRANDON (BP) 07:00 - 15:00	R	07:00	15:00	08+00			00+00	00+00			
AVILES, ALERIBER (AA) 13:30 - 21:30	R	13:30	21:30	08+00			05+43	01+35			
BRANCATO, PETER (PB) 13:30 - 21:30	R	13:30	21:30	08+00			00+00	04+22			
MAZZA, CHRISTOPHER (CM) 13:30 - 21:30	R	13:30	21:30	08+00			04+38	03+17			
NEUENDORF, MATTHEW (NY) 13:30 - 21:30	R	13:30	21:30	08+00			00+32	04+35			
BALLA, MICHAEL (AM) 13:40 - 21:40	R	13:40	21:40	08+00			00+00	04+32			
MORIN, JOSEPH (JM) 15:00 - 23:00	R	15:00	23:00	08+00			00+00	04+28			
NAGAR, MICHAEL (MB) 15:00 - 23:00	R	15:00	23:00	08+00			02+54	03+01			
SLANE, THOMAS (TS) 15:00 - 23:00	R	15:00	23:00	08+00			00+00	05+57			
DRACE, NICOLE (NL) 15:00 - 23:00	R	15:45	23:00	07+15	00+45	Leave	00+32	04+51			
SUPERVISORY CERTIFICATE	NAME	CODE	TIME ON	TIME OFF	INTLS	NAME	CODE	TIME ON	TIME OFF	INTLS	

THE SIGNATURES ABOVE CERTIFY THAT THE ABOVE ENTRIES ARE CORRECT
(Signatures and times in charge are noted on FAA Form 7230-4, Daily Record of Facility Operation)

PERSONNEL LOG		REGION		FACILITY		AREA ID			DATE		
		AEA	HPN	OPERATIONS			MONTH: NOV	DAY: 08	YEAR: 2011		
NAME	CODE	TIME ON	TIME OFF	HOURS ON DUTY	HOURS ON LEAVE	LEAVE TYPE	HOURS NON POSITION DUTIES ASGNDE	HOURS POSITION DUTIES ASGNDE	REMARKS FOR: ALL ABSENCES FROM FACILITY, TRNG, TDY AND NON POSITIONAL DUTIES		
DUNLEAVY, SEAN (SD) 05:45 - 15:45					10+00	Leave	00+00	00+00			
REILLY, NANCY (NG) 11:00 - 19:00					08+00	Leave	00+00	00+00			
DAHBALI, NADIA (ZD) RDO											
MONTILLA, CARLOS (JA) RDO											
NESBITT, DEMISHA (DM) RDO											
OHMART, TIMOTHY (TO) RDO											
RODGERS, JOEL (JR) RDO											
WALCOTT, WYCLIFFE (WW) RDO											
WALKOWIAK, ROBERT (RW) RDO											
SUPERVISORY CERTIFICATE	NAME	CODE	TIME ON	TIME OFF	INTLS	NAME	CODE	TIME ON	TIME OFF	INTLS	

THE SIGNATURES ABOVE CERTIFY THAT THE ABOVE ENTRIES ARE CORRECT
 (Signatures and times in charge are noted on FAA Form 7230-4, Daily Record of Facility Operation)

Appendix I

Mr. Lyons and I finished our training session and after a lengthy discussion agreed that Ms. Labate had an agenda that had nothing to do with the safe separation of aircraft. If I had allowed my trainee to follow Ms. Labate's instructions it would have resulted in numerous separation errors with many people's lives put in jeopardy and which would lead to my suspension and possible termination. I believe that all of this was a result of when I reported Ms. Labate for misconduct for the offensive and disgusting statements she made about me. In the interest of public safety I am recommending an investigation which should be performed by person's outside of the NY hub. This is due to the conflict of interests caused by the long standing personal relationships between FAA employees in the New York hub. I would be glad to speak to you anytime or provide any of my notes as evidence of my claims.

Sincerely

Sean Dunleavy
91 tower road
White Plains, NY 10604
914-948-6520

-----David Weingart/AWA/FAA wrote: -----

To: Sean P Dunleavy/ANE/FAA
From: David Weingart/AWA/FAA
Date: 08/07/2011 09:58PM
Subject: Re: Compromising the Safety of the Flying Public Westchester (HPN) tower NY

Sean--

Thanks for bringing your concerns to my attention. I've asked the ATO leadership to look into this, and we'll keep you posted.

David

David Weingart
Chief of Staff
Federal Aviation Administration
(202) 267-7416

Sean P Dunleavy---08/05/2011 03:11:25 PM---I am writing this to make you aware of a situation at my facility Westchester Tower (HPN) in White P

From: Sean P Dunleavy/ANE/FAA
To: David Weingart/AWA/FAA@FAA
Date: 08/05/2011 03:11 PM
Subject: Compromising the Safety of the Flying Public Westchester (HPN) tower NY

I am writing this to make you aware of a situation at my facility Westchester Tower (HPN) in White Plains NY that is both unsafe and could potentially be disastrous. The problem stems from a controller here who cannot separate her personal dislike of me from her professional responsibilities. The controller's name is Ms. Nicole Labate and her animosity towards me caused her to state "I want all of you new trainees to understand this, Sean Dunleavy is an EEO shitbag motherfucker and I hate him to the core of my bones. I want you all to know that he will never work on my crew. Ms. Labate made this statement to a group of new trainees so they would understand that they should have nothing to do with me. I reported this incident to my facility manager, and an internal investigation was conducted. I know of at least two people including one supervisor who confirm that this in fact did take place. From this point on Ms. Labate has embarked on a course of escalating retaliation against me. This is where she is compromising the safety of the flying public.

Ms. Labate has been using her position as Controller In Charge / Acting Supervisor to retaliate against me for reporting her to my facility manager. The first way she does this is she refuses to assign overtime to myself or my crew when it is called for. The result of this is myself and my crew end up working short being left on position for extended periods of time causing fatigue, loss of focus and concentration and causing a danger to the safety of the flying public. This has happened on numerous occasions where we work 3 to 4 hours on position without a break much longer than the two hour maximum recommended by the FAA. On Saturday May 7th 2011, Ms. Labate was the controller in charge and didn't assign overtime for the following day, On Sunday May 8th, because of Ms. Labate's actions, I was forced to work seven and half hours on position leaving me exhausted and unfocused. Ms. Labate has a proven history of leaving controller's on my crew on position for extended periods of time in retaliation of them reporting her actions to management.

In addition to Ms. Labate abusing her authority to manipulate the schedule, she also uses her position as Controller In Charge / Acting Supervisor to attempt to confuse, distract, and otherwise compromise my concentration while I am on position. She regularly questions my judgment, second guesses my decisions and criticizes my instructions in an attempt to cause a separation error or other mistakes on my part. She knows that if she can cause me to lose separation between aircrafts, it will cost me my job.

I want to go on to say that to my knowledge that I am the only controller she treats this way. I am requesting an unbiased investigation conducted by outside parties whom have never participated in any investigations involving Westchester tower. This will be the only way the safety of the flying public can be ensured.

Sincerely

Sean Dunleavy
91 tower road
White Plains, NY 10604
914-948-6520

Appendix J

ATADS : Airport Operations : Standard Report

From 5/2/2010 To 5/29/2011 Days Omitted | Facility=HPN

Date	Facility	Itinerant					Local			Total Operations
		Air Carrier	Air Taxi	General Aviation	Military	Total	Civil	Military	Total	
05/02/2010	HPN	48	140	324	0	512	72	0	72	584
05/09/2010	HPN	54	104	216	5	379	4	0	4	383
05/16/2010	HPN	47	127	415	0	589	76	0	76	665
05/23/2010	HPN	48	122	207	0	377	0	0	0	377
05/30/2010	HPN	40	76	327	0	443	154	0	154	597
05/01/2011	HPN	51	166	550	0	767	104	0	104	871
05/08/2011	HPN	48	128	405	2	583	72	0	72	655
05/15/2011	HPN	46	95	117	0	258	0	0	0	258
05/22/2011	HPN	53	161	195	0	409	0	0	0	409
05/29/2011	HPN	41	81	248	0	370	166	0	166	536
Sub-Total for HPN		476	1,200	3,004	7	4,687	648	0	648	5,335
Total:		476	1,200	3,004	7	4,687	648	0	648	5,335

Report created on Wed May 9 06:17:28 EDT 2012
Sources: Air Traffic Activity System (ATADS)

Appendix K

Re: Compro... x

Sean P Dunleavy

Inbox
 Drafts
 Sent
 Follow Up
 All Documents
 Junk
 Trash
 Folders

New Reply Reply To All Forward Sidebar

Re: Compromising the Safety of the Flying Public Westchester (HPN) tower NY

From: Sean P Dunleavy/ANE/FAA

Tuesday, August 16, 2011 09:00PM

To: David Weingart/AWA/FAA

Mr. Weingart

This is an update on the most recent attack by Ms. Labate against me that was the most serious act of compromising flight safety that she has committed so far. I was training one of my developmental, Dan Lyons, on the local control position during a very busy and difficult IFR / Marginal VFR afternoon. The traffic count for the particular hour was over 50. On a training form this would be graded difficult to most difficult. This particular training form is available as proof. During this session Ms. Labate, the Controller In Charge (CIC) used her position to disrupt, confuse and make an extremely difficult situation almost impossible. Throughout the entire training session Ms. Labate continuously barraged us with statements and questions as to why we had done, what we had done in the previous series of traffic calls. Ms. Labate on numerous occasions told Mr. Lyons to put aircraft in position when I had instructed him not to, the reason for this was we could not ensure required separation. Every time this happened Ms. Labate stated You are missing too many departure gaps, even though in my years of experience, I knew that we could never ensure the proper legal or safe margin of separation. It is not the CIC's job nor do they have the authority to tell the local controller to perform an unsafe operation. Because of diminishing visibility we requested Ms. Labate to advise approach control that we now needed 6 miles in trail rather than the 4 miles they had been giving us to ensure the safety of the departures. Ms. Labate's response was "4 miles is all you get". When it is that busy there is no time to argue. We continued to work our traffic with minimum separation until everyone was safely on the ground.

Mr. Lyons and I finished our training session and after a lengthy discussion agreed that Ms. Labate had an agenda that had nothing to do with the safe separation of aircraft. If I had allowed my trainee to follow Ms. Labate's instructions it would have resulted in numerous separation errors with many people's lives put in jeopardy and which would lead to my suspension and possible termination. I believe that all of this was a result of when I reported Ms. Labate for misconduct for the offensive and disgusting statements she made about me. In the interest of public safety I am recommending an investigation which should be performed by person's outside of the NY hub. This is due to the conflict of interests caused by the long standing personal relationships between FAA employees in the New York hub. I would be glad to speak to you anytime or provide any of my notes as evidence of my claims.

Sincerely

Sean Dunleavy
 91 tower road
 White Plains, NY 10604
 914-948-6520

Appendix L



Westchester Management Action Plan

Michael Cataruzolo to: Suzanne Alexander, Charles
AJT-EH, New York HUB, NY Oxford, Denise Lyle, Eric Fox

01/20/2012 05:07 PM

Cc: Jeffrey Clarke, Dwight Lemelle, Frank Bemardo, Dana E Rose-Kelly

Suzanne,

Attached is the Management Action Plan for Westchester ATCT identifying issues raised in previous investigations. We have been monitoring progress at the facility and will continue until all items are closed.



Mgmt action Plan rev1.doc 1-20.doc

Mike Cataruzolo
Acting Support Manager
NY District Office
office: 718-553-4928



Federal Aviation Administration

Memorandum

Date:

To: Jeffrey Clarke, New York Terminal District Manager

From: Dwight C. Lemelle, Acting Air Traffic Manager, Westchester Tower

Subject: HPN Management Action Plan

This Management Action Plan was the result of a complete and thorough investigation of various Accountability Board issues and EEO complaints since October 2010. The actions described below will measure facility progress. Updates will be in red.

- HPN Management with the guidance of the NY District is committed to foster a supportive, productive workplace in an endeavor to eliminate potential problems and reduce employee stress by:
 - Continually and clearly communicating its' expectations with respect to creating and maintaining a hospitable work environment, one in which all employees are treated with courtesy and tact, to avoid disrespectful, abusive or otherwise inappropriate behavior toward their co-workers, peers, and management officials.
 - Front Line Managers (FLM) received a briefing from ATM on the expectations that all personnel will maintain a hospitable work environment. FLMs will be responsible to ensure those expectations are met, and to reinforce that all employees are treated with courtesy and tact.
 - HPN ATM and FLMs have communicated to all employees that working in a multi-cultural environment can sometimes lead to misunderstandings. Management expects employees to remain respectful at all times of a diverse workforce.
 - Reinforcing with employees that any perceived or real violation of the Agency's Standards of Conduct with respect to treating all employees, managers and peers with courtesy and tact at all times, is taken very seriously by Management, and will be dealt in accordance with the Agency's Table of Penalties.
 - All personnel have received a briefing on the Standards of Conduct.

- Emphasize and reinforce with all employees that matters such as religion, or any other personal issues, must be kept out of the workplace and that any conversations in the workplace must remain neutral. Everyone must respect each other's different opinions and maintain a mutual level of respect at all times. Any real or perceived conflict must be brought to management's attention immediately. Additionally, communicate to all employees that working in a multi-cultural environment can sometimes lead to misunderstandings that others may find offensive and can be mistaken for harassment, discrimination and/or disrespect.
 - Briefing items completed 10/28/2011 addressed that real or perceived conflicts shall be brought to the attention of management immediately. Also, what is considered to be non-offensive to one person may be offensive to another and to be sensitive to those issues. In addition, a briefing item completed on 5/19/2011 addressed policy on non-discrimination and prevention of harassment in the workplace.

Status: ONGOING. Management will brief all employees that matters such as religion, or any other personal issues, must be kept out of the workplace. Management Team will continue to monitor until necessary change has been effected.

- The NY District will provide close support and guidance to the HPN Management Team over the next six months by meeting with the Management Team and giving our expectations to include the guidance above.
 - On October 6, 2011 Georgette Sgarro, JFK AATM, acting on behalf of the NY Terminal District Office, met with the HPN Management Team, to give guidance on executing the Management Action Plan (MAP) and creating an environment appropriate to all personnel.
 - On January 17, 2012 Georgette Sgarro, JFK AATM made a second visit to HPN and met with the Facility Management Team to discuss establishing EEO training for the facility and progress to date.

Status: ONGOING.

- The NY District and HPN Management will work with the Office of Civil Rights to develop a tailored intervention that will address the particular issues at HPN.
 - The NY District discussed training options with the Office of Civil Rights tailored for Westchester Tower personnel. Suggested training included: Tools for Talking things out, Conflict Coaching Services, EEO assessment course (available online) and a CMEL team building course were suggested during the telcon.

- The “Tools for Talking Things Out” will require a face-to-face briefing from the Office of Civil Rights. HPN ATM will contact the Office of Civil Rights in January 2012 to schedule the training.
- Conflict Coaching Services to prepare for conflict would not be conducive for training the whole facility. An individual coach for all personnel would be impractical.
- The preference for the EEO Assessment Course would be for the Office of Civil Rights to conduct the training; instead of an online course. Follow up discussion will occur with the Office of Civil Rights in January.
- The Team Building Course at CMEL is an option but would require travel money and back fill overtime. This item will be discussed with the District.

Status: ONGOING. The ATM will schedule and finalize EEO training plan.

- The HPN ATM will meet individually with all facility CIC rated personnel to reinforce our expectations on their part in fostering a professional work environment and carrying out their responsibilities as a Controller-In-Charge to ensure safe and efficient operation.
 - HPN ATM and FLMs developed a CIC briefing item identifying roles and expectations of a Controller in Charge’s responsibility of conducting and maintaining a professional work environment. All CIC’s have received a face to face briefing on this item. It will be part of each employee’s performance discussions with FLMs throughout the year.

Status: CLOSED.

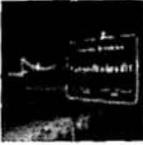
- The HPN ATM and appropriate FLMs will meet individually with their respective employees to find out what their career goals are, and what our expectations are for them to accomplish those goals.
 - The HPN ATM and appropriate FLMs met with their respective employees to discuss career goals and provided feedback on their attainment. This item will be part of each employee’s performance discussions. In addition, several employees have had the opportunity to visit ZNY, N90 and JFK tower to explore promotional opportunities within the organization.

Status: CLOSED.

I will provide an update to the follow-up actions of the MAP to the NY District biweekly until all items are closed. Please feel free to contact me, if you should have any additional questions or concerns.

Appendix M

#67



Offline
294 posts

NYCgaNgStEr

Senior Member
Brooklyn, NY

Re: Air Traffic Controllers Caught On Video

Posted: 03-03-2012, 10:23 PM

Alright we know it was a CPC Ex-PATCO guy He'll be dealt with for using an "electronic device" in the tower to film sensitive government equipment which we have a secret clearance to protect unless otherwise authorized Most of the controllers were on break and the rest were monitoring the position for OJF, not working live traffic and it was butt crack of dawn with hardly any traffic from what I hear.

Then the news twists an unrelated accident which happened while outside the airspace on the N90 frequency as well as throw a Teterboro incident in for good measure trying to degrade us as controllers.

Admin, it's time to lock this thread and finish this Topic and move on.



Offline
830 posts

killswitch

Senior Analyst
Ohio

Re: Air Traffic Controllers Caught On Video

Posted: 03-05-2012, 09:34 AM

I'd fall down the 8 flights of steps due to lack of an elevator, file a CA-1, get a medical retirement, and go to the beach!

ELITE MEMBER

**killswitch**Senior Analyst
Ohio**Re: Air Traffic Controllers Caught On Video**

Posted: 03-10-2012, 07:25 AM

Offline
830 posts

Quote:

Originally Posted by **Pete66** 

The patco guy that took the video is gone get his. The union already has decodes his voice. The union had a meeting with everyone. He is done, if he ever comes back, the plan is to set him up with a deal and if that doesnt work, he better watch his back because he will be pushed down the stairs, he ruined the good times at that tower. He told fox news abt the tv as well. The sups are also in trouble, they said they are with the controllers and will look the other way when he gets attack. I support the union for doing this bcse no one will ever dare do this again

[+ YouTube Video](#)[>> View My Sig](#)

Appendix N

ERA11FA349

HISTORY OF FLIGHT

On June 18, 2011, about 1306 eastern daylight time, a Cessna T210N, N210KW, was substantially damaged following a collision with trees and terrain at Armonk, New York. The certificated commercial pilot and three passengers were fatally injured. The airplane was registered to Wein-Air Aviation LTD and operated by the pilot under the provisions of 14 Code of Federal Regulations Part 91 as a personal flight. Visual meteorological conditions prevailed and an instrument flight rules flight plan was filed and active. The flight originated from Westchester County Airport (HPN), White Plains, New York, about 1303 and was destined for Montauk Airport (MTP), New York.

After takeoff from runway 34 at HPN, the pilot reported to air traffic control (ATC) that he needed to return to the airport and requested runway 16. The controller asked the pilot if he was declaring an emergency, and the pilot reported that he was. The pilot did not state the nature of the emergency. The controller then asked the pilot to switch to tower frequency, and the pilot responded that he could not switch to tower. This was the last recognizable communication from the pilot. A review of the recorded radar data indicated that the airplane reached a maximum altitude of about 1,400 feet mean sea level, or about 1,000 feet above ground level, after takeoff. Radar contact was lost at 87 knots ground speed and on a heading of 169 degrees, at the same approximate location as the accident site.

A locally-based pilot reported that he observed the accident pilot perform about eight engine run-ups at the end of runway prior to departure. He stated that it sounded like the pilot was trying to clean the spark plugs or he was having trouble with the magnetos firing properly. During the first few run-ups, the engine made a "chugga-chugga" sound, and then smoothed out during the final two or three run-ups prior to departure. He added that the takeoff roll was unusually long, and the airplane did not climb as well as he expected after takeoff. He did not observe the accident.

A summer intern at Panorama Flight Service, who was also a private pilot, observed the pilot start the engine of the accident airplane on the ramp at HPN prior to the flight. He stated that the engine started normally, but had a "clunky" idle. There was some exhaust smoke during the start, but nothing that seemed abnormal. He stated that the pilot proceeded to perform an engine run-up in the tie down area, which he considered unusual and was generally considered "bad form" due to the noise and propeller blast generated. He added that, during the run-up, the nose gear strut appeared compressed from the force generated by the propeller. He heard two short lulls which he believed were magneto checks. These lulls sounded normal. After a brief period at idle, the pilot advanced the throttle again and cycled the propeller at least three times. The pilot then advanced the throttle to a high power setting and ran the engine for about one minute before reducing the throttle. The entire sequence lasted about three to four minutes.

PERSONNEL INFORMATION

According to FAA records, the certificated commercial pilot held airplane single engine land, airplane multi-engine land, and instrument airplane ratings. He was also a certified flight and ground instructor. His pilot logbooks were not located after the accident; however, he reported 4,150 hours on his latest FAA medical certificate, dated May 6, 2011.

AIRCRAFT INFORMATION

The airplane was a single-engine, high-wing, retractable gear airplane, serial number 21064181. It was powered by a Continental TSIO-520R9B engine rated at 310 horsepower.

A review of the aircraft maintenance records indicated that an annual inspection of the airframe and engine was performed on June 4, 2010. The aircraft total time at the time of the annual inspection was 2,790.9 hours.

A review of the engine logbook revealed that the factory-rebuilt engine was originally installed on the airframe on February 12, 2007. During an annual inspection on March 10, 2009, at 30.2 hours since major overhaul (SMOH), the magnetos were retimed. The last recorded engine maintenance was on February 11, 2011, at 74.2 hours SMOH, and included an oil and filter change and the replacement of the oil cooler vernatherm. Fueling records indicate that the pilot purchased a total of 89 gallons of fuel between February 11, 2011 and May 28, 2011. There were no records located to indicate that the accident airplane was flown between May 29, 2011 and June 17, 2011.

METEOROLOGICAL INFORMATION

The 1256 recorded weather observation at HPN included winds from 300 degrees at 10 knots, scattered clouds at 4,600 feet, a broken ceiling at 6,000 feet, 10 miles visibility, temperature 27 degrees C, dew point 17 degrees C, and an altimeter setting of 29.84 inches of mercury.

WRECKAGE AND IMPACT INFORMATION

The wreckage was located in a wooded area, about one mile north-northeast of the approach end of runway 16. The wreckage path was oriented on a heading of about 153 degrees and was about 350 feet in length. The first identifiable point of impact along the wreckage path was the top of a mature maple tree, about 60 feet tall. The main wreckage came to rest near the base of a tree that exhibited impact damage at a height of about 40 feet.

The cockpit and cabin sections were inverted and mostly consumed by the post-crash fire. The cockpit instruments were unreadable. No components were located with non-volatile memory that survived the fire.

Both wings and the empennage were found within the area of the main wreckage. Flight control continuity was established from the control surfaces to the cockpit controls. The landing gear and flaps were found in the retracted positions.

The propeller remained attached to the engine, and the engine sustained minor damage from impact and heat. The turbocharger rotated freely by hand. The fuel gascolator was opened and inspected. The bowl and screen were clean and were free of fuel.

The airplane was equipped with a McCauley three-bladed constant-speed metal propeller. With the exception of impact-related bends and dents, the blades did not exhibit torsional twisting, deformation, leading edge gouges, or chordwise scratches. A smooth cut was observed on a tree trunk that was located adjacent to one of the propeller blades.

MEDICAL AND PATHOLOGICAL INFORMATION

A postmortem examination of the pilot was performed at the office of the Westchester County, New York Medical Examiner on June 19, 2011. The autopsy report included findings of chest blunt force trauma and heart lacerations as the result of the airplane accident. The report noted the cause of death as "PLANE CRASH."

Forensic toxicology testing was performed on specimens of the pilot and his wife by the Federal Aviation Administration (FAA) Bioaeronautical Sciences Research Laboratory (CAMI), Oklahoma City, Oklahoma. The CAMI toxicology report for the pilot indicated negative for cyanide, ethanol, and carbon monoxide. Cetirizine was detected in the urine but not in the blood. Pseudoephedrine was detected in the urine.

The CAMI toxicology report for the pilot's wife indicated negative for cyanide and carbon monoxide. Testing for volatiles and drugs was not performed.

The pilot was issued a third class medical certificate, dated May 6, 2011. The following limitation was listed on the certificate, "Must wear corrective lenses."

TESTS AND RESEARCH

Engine Examination

The engine was sent to the Continental Motors, Inc. facilities in Mobile, Alabama for a more detailed examination. The inspection occurred on July 18, 2011.

The oil system was examined and was found to contain fine aluminum particles. The magnetic chip detector was removed and some larger metallic particles were present.

The left magneto timing was checked and found to be set at 30 degrees before top dead center (BTDC). The manufacturer's specifications required magneto timing to be at 22 degrees BTDC. The right magneto was broken free at the engine mount due to impact damage and its timing could not be determined. The left and right magnetos were installed on a test bench and operated normally.

The spark plugs were removed and examined. All spark plugs, with the exception of the number 2 cylinder plugs, were normal in wear and color when compared to a Champion Aviation Check-A-Plug chart. The electrodes of the number 2 cylinder plugs were fully imbedded with aluminum and appeared incapable of producing a spark.

Further disassembly of the engine revealed that the number two cylinder combustion chamber contained molten aluminum debris. The intake and exhaust valve heads also exhibited molten aluminum debris. The rocker box area had an oil residue indicating lubrication of the overhead. The cylinder overhead components (valves, rockers, guides, springs, retainers, and shafts) were lubricated and undamaged. The number 2 piston head exhibited thermal deterioration consistent with a pre-ignition or detonation event. The piston rings exhibited mechanical damage. The piston pin and plug assembly were intact and exhibited damage consistent with a pre-ignition or detonation event.

The numbers 1, 3, 4, 5, and 6 cylinder combustion chambers exhibited normal combustion deposits and operating signatures. The cylinder overhead components were normal in appearance showed no evidence of a lack of lubrication.

The numbers 1, 3, 4, and 5 pistons exhibited normal combustion deposits, wear, and operating signatures. The number 6 piston exhibited less than a normal amount of combustion deposits and there was pitting of the face of the piston.

The throttle body and mixture metering unit in addition to the fuel pump, fuel manifold, fuel manifold lines and six fuel nozzle assemblies were all tested on the manufacturer's calibrated test benches and found to function properly through their full range of operation.

Sound Spectrum Study

Noise abatement monitoring microphones were positioned at various locations near HPN. The airport's Noise Abatement Officer provided an audio recording to investigators of an airplane identified at N210KW. The recording, associated radar data, and locations of the noise abatement monitoring microphones were forwarded to the NTSB Vehicle Recorder Division, Washington, DC for a sound spectrum study. The recording contained three distinct regions of noise. The first region, about 3 minutes and 18 seconds into the recording, is consistent with engine noise from an aircraft during takeoff climb. The second region, about 4 minutes and 40 seconds into the recording, was also consistent with engine noise from an aircraft. This region was identified with the accident airplane returning to HPN. The third region, about 4 minutes and 59 seconds into the recording, was consistent with the aircraft impacting the trees and terrain.

The sound spectrum study revealed that the engine was producing significantly less sound pressure on the inbound (return) leg as compared to the outbound (takeoff) leg. For additional information and calculations regarding the sound spectrum study, refer to the Specialist's Report located in the public docket for this investigation.

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Appendix O

TASK ID	EMPLOYEE ID	AREA ID	TASK TYPE	TIME TYPE	POSITION ID	TASK NAME
289,478	10,081	2	Available	OT	****	AVAILABLE NOT ASSIGNED - MGT
289,476	10,081	2	Watch Desk	OT	WSCIC	WATCH SUPERVISION - MGT
289,475	10,081	2	Watch Desk	REG	WSCIC	WATCH SUPERVISION - MGT
289,447	10,081	2	Other Duties	REG	TRAINING (CBI MBI REFRESHER ETC.) - MGT	TRAINING (CBI MBI REFRESHER ETC.) - MGT
289,426	10,081	2	Watch Desk	REG	WSCIC	WATCH SUPERVISION - MGT
289,420	10,081	2	Other Duties	REG	ADMINISTRATIVE ACTIVITIES - MGT	ADMINISTRATIVE ACTIVITIES - MGT
289,400	10,081	2	Available	REG	****	AVAILABLE NOT ASSIGNED - MGT
289,394	10,081	2	Other Duties	REG	LEAVE	Annual Leave

TASK NUM	START TIME LCL	END TIME LCL	START TIME UTC	END TIME UTC	POS COMB TO	TASK TIME ENTRY	SOURCE	SWAVER
YY0100	06/18/2011 16:42:00	06/18/2011 17:00:00	06/18/2011 20:42:00	06/18/2011 21:00:00				18
CB0100	06/18/2011 15:00:00	06/18/2011 16:41:00	06/18/2011 19:00:00	06/18/2011 20:41:00				101
CB0100	06/18/2011 13:10:00	06/18/2011 14:59:00	06/18/2011 17:10:00	06/18/2011 18:59:00				109
TN0200	06/18/2011 11:28:00	06/18/2011 13:09:00	06/18/2011 15:28:00	06/18/2011 17:09:00				101
CB0100	06/18/2011 10:25:00	06/18/2011 11:27:00	06/18/2011 14:25:00	06/18/2011 15:27:00				62
MA0100	06/18/2011 07:35:00	06/18/2011 10:24:00	06/18/2011 11:35:00	06/18/2011 14:24:00				169
YY0100	06/18/2011 07:15:00	06/18/2011 07:34:00	06/18/2011 11:15:00	06/18/2011 11:34:00				19
LEA002	06/18/2011 07:00:00	06/18/2011 07:14:00	06/18/2011 11:00:00	06/18/2011 11:14:00				14

DUTYPAYROLL ID	TIME SHEET ID	TASK STATUS CODE	DATE/TIMESTAMP	CREATED BY EMP ID	LAST MODIFIED BY EMP ID	CREATED BY
0	0	S	06/18/2011 21:48:16	10,081		MSDT
0	0	S	06/18/2011 21:00:37	10,521		MSDT
0	0	S	06/18/2011 21:00:37	10,521		MSDT
0	0		06/18/2011 17:41:56	10,181		MSDT
0	0	S	06/18/2011 15:28:38	10,081		MSDT
0	0		06/18/2011 14:42:09	10,181		MSDT
0	0	S	06/18/2011 12:36:47	10,081		MSDT
0	0		06/18/2011 11:26:43	10,081		MSDT

CREATED BY OS USER	CREATED BY PROGRAM	CREATED DATE	LAST MODIFIED BY ORA USER	LAST MODIFIED BY OS USER	LAST M
FAA\Bob Degennaro	ART.exe	06/18/2011 21:48:16			
FAA\Dwight Lemelle	ART.exe	06/18/2011 21:00:37			
FAA\Dwight Lemelle	ART.exe	06/18/2011 21:00:37			
FAA\SP_HP_N_Tower	ART.exe	06/18/2011 17:41:56			
FAA\Bob Degennaro	ART.exe	06/18/2011 15:28:38			
FAA\SP_HP_N_Tower	ART.exe	06/18/2011 14:42:09			
FAA\Bob Degennaro	ART.exe	06/18/2011 12:36:47			
FAA\Bob Degennaro	ART.exe	06/18/2011 11:26:43			

