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**New York Power  
Authority**  
Generating more than electricity

**Richard M. Kessel**  
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## UPS OVERNIGHT

October 13, 2010

Honorable Thomas P. DiNapoli  
State Comptroller  
Office of the State Comptroller  
110 State Street  
Albany, New York 12236

Re: Implementation Status of 2010 Controls Over Overtime Audit Recommendations

Dear Mr. DiNapoli:

Pursuant to Section 170 of the Executive Law, I am submitting the enclosed report on the implementation status of recommendations in the report by the New York State Office of the State Comptroller entitled, "New York Power Authority Controls Over Overtime Report 2009-S-110."

Very truly yours,

A handwritten signature in black ink, appearing to read 'Richard M. Kessel', written over a large, stylized circular flourish.

Richard M. Kessel

**New York Power Authority  
Controls Over Overtime  
Report 2009-S-110**

**Implementation of Management Audit Recommendations–  
90-Day Response  
October 13, 2010**

New York Power Authority (NYPA) Responses to Office of State Comptroller (OSC) Recommendations

The two (2) Controls Over Overtime recommendations in Final Report (2009-S-110) entitled, “New York Power Authority - Controls Over Overtime” (the “2010 Final Report”) are the same as the recommendations in the draft 2010 Final Report.

As indicated in NYPA’s June 28, 2010 response to the draft 2010 Final Report, NYPA agrees with the two recommendations set forth in the draft 2010 Final Report and has already implemented both.

The following section details the implementation of the two recommendations.

**Recommendation 1**

**OSC Recommendation:**

Monitor staffing levels continuously to ensure sufficient staff are hired to maintain adequate staffing levels.

**NYPA Response:**

NYPA agrees.

Staffing needs are being formally reviewed and assessed as part of the annual planning and budgeting process. The review involves assessing appropriate staffing levels based upon workload in the near and long term. Succession planning is also a major factor in the analysis.

NYPA’s corporate Budgets unit tracks corporate-wide staffing levels; and issues a monthly report to NYPA management on current staffing levels including the number of filled and vacant positions to facilitate the monitoring of staffing levels.

As indicated in the 2010 Final Report, to address long-term work requirements, the Authority is in the process of hiring and training additional staff which should reduce overtime at the hydroelectric facilities.

## **Recommendation 2**

### **OSC Recommendation:**

Communicate with union representatives and explore opportunities to shorten the time to complete the apprenticeship program.

### **NYPA Response:**

NYPA agrees.

The Authority has initiated a joint process with the Union to enhance the Program through the collective bargaining process.