



ERIE COUNTY WATER AUTHORITY

INTEROFFICE MEMORANDUM

December 9, 2024

To: Jerome D. Schad, Chair
Peggy A. LaGree, Vice Chair
Michele M. Iannello, Treasurer

From: Jessica R. Brown, Comptroller *JRB*

Subject: Salary Step and Longevity Increments

Pursuant to Article XI and Article XII of both collective bargaining agreements and Policy 27 in the Erie County Water Authority Human Resources Policy & Procedures Manual, the employees on the attached list are eligible for salary step and longevity increments as outlined on the attached lists effective January 1, 2025.

The eligibility list was prepared based on each employee's years of service with the Authority and the passage of time since the last granted increment. The list was reviewed by the Director of Human Resources for compliance with the Human Resources policy and the collective bargaining agreements.

Please consider approving the attached salary step and longevity increments at the December 19, 2024 meeting.

ERIE COUNTY WATER AUTHORITY
AUTHORIZATION FORM
For Approval/Execution of Documents
(check which apply)

Contract: _____ **Project No.:** _____
Project Description: Salary Step and Longevity Increments

Item Description:

- | | | | |
|---|--|---|---------------------------------------|
| <input type="checkbox"/> Agreement | <input type="checkbox"/> Professional Service Contract | <input type="checkbox"/> Amendment | <input type="checkbox"/> Change Order |
| <input type="checkbox"/> BCD | <input type="checkbox"/> NYSDOT Agreement | <input type="checkbox"/> Contract Documents | <input type="checkbox"/> Addendum |
| <input type="checkbox"/> Recommendation for Award of Contract | <input type="checkbox"/> Recommendation to Reject Bids | | |
| <input type="checkbox"/> Request for Proposals | | | |
| <input checked="" type="checkbox"/> Other <u>January 1, 2025 Salary Step and Longevity Increments</u> | | | |

Action Requested:

- | | |
|--|--|
| <input type="checkbox"/> Board Authorization to Execute | <input type="checkbox"/> Legal Approval |
| <input type="checkbox"/> Board Authorization to Award | <input type="checkbox"/> Execution by the Chairman |
| <input type="checkbox"/> Board Authorization to Advertise for Bids | <input type="checkbox"/> Execution by the Secretary to the Authority |
| <input type="checkbox"/> Board Authorization to Solicit Request for Proposals | |
| <input checked="" type="checkbox"/> Other <u>Board Authorization to Approve Salary Step and Longevity Increments</u> | |

Approvals Needed:

APPROVED AS TO CONTENT:

- | | | |
|---|------------------------|-------------------------|
| <input checked="" type="checkbox"/> Comptroller | <u>Jessica R Brown</u> | Date: <u>12/6/2024</u> |
| <input type="checkbox"/> Executive Engineer | _____ | Date: _____ |
| <input type="checkbox"/> Director of Administration | _____ | Date: _____ |
| <input type="checkbox"/> Risk Manager | _____ | Date: _____ |
| <input type="checkbox"/> Chief Financial Officer | _____ | Date: _____ |
| <input checked="" type="checkbox"/> Legal | <u>Oppe Imme</u> | Date: <u>12/06/2024</u> |
| <input type="checkbox"/> | _____ | Date: _____ |

APPROVED FOR BOARD RESOLUTION:

- | | | |
|--|------------|------------------------|
| <input checked="" type="checkbox"/> Secretary to the Authority | <u>TCD</u> | Date: <u>12/9/2024</u> |
|--|------------|------------------------|

Remarks: See attached memo and list

Resolution Date: _____ **Item No:** _____

SALARY STEP INCREMENTS - JANUARY 2025

EMP NO	LAST NAME	FIRST NAME	TITLE	UNION CODE	GRADE	CURRENT STEP	NEW STEP	NEW HOURLY RATE	NEW ANNUAL RATE
26	ABDALLAH	CHUCK	CREW CHIEF (ECWA)	C	22F	3	4	38.123	79,295.84
64	STOJKOVSKI	DRAGAN	CREW CHIEF (ECWA)	C	22F	2	3	37.510	78,020.80
99	FAHEY	MICHAEL	DISTRIBUTION ENGINEER	E	25E	2	3	58.822	122,349.76
156	FRONCZAK	JO	LABORATORY TECHNICIAN (ENVIRONMENTAL MICROBIOLOGY)	C	13	2	3	33.945	70,605.60
161	STOKLOSA	MICHAEL	SENIOR ENGINEER ASSISTANT	C	19	A	B	33.748	70,195.84
181	SABUDA JR.	STEPHEN	WATER UTILITY WORKER	A	3A	4	5	28.830	59,966.40
183	BIEBER	ROBERT	WATER TREATMENT PLANT OPERATOR	A	6B	3	4	31.330	65,166.40
186	SPARCINO	DANTE	WATER UTILITY WORKER	A	3B	4	5	28.440	59,155.20
187	KRUDER	ALEXANDER	CONTROL OPERATOR	A	6B	4	5	31.620	65,769.60
190	WEIR	WILLIAM	SENIOR CONSTRUCTION INSPECTOR	C	30	B	1	43.359	90,186.72
303	HESS	VALERIE	ACCOUNT CLERK	C	5	1	2	27.984	58,206.72
385	LOUTH	CHRISTOPHER	SENIOR WATER TREATMENT PLANT OPERATOR	C	22	1	2	38.526	80,134.08
405	MEEGAN	TIMOTHY	CREW CHIEF (ECWA)	C	22F	B	1	36.284	75,470.72
417	MCKERNAN	RYAN	ANALYTICAL CHEMIST (WATER QUALITY)	C	13	4	5	35.503	73,846.24
421	SIMMONS	JERID	WATER UTILITY WORKER	A	3A	3	4	28.460	59,196.80
422	STEPHAN	JASON	CONTROL OPERATOR	A	6B	3	4	31.330	65,166.40
423	WOLFE	JAMES	PUMP MECHANIC	A	7A	3	4	33.020	68,681.60
424	ADAMS	MICHAEL	INSTRUMENTATION ELECTRICAL & ELECTRONIC TECHNICIAN	C	26	1	2	38.927	80,968.16
425	LYNCH	BRIAN	WATER UTILITY WORKER	A	3B	3	4	28.070	58,385.60
428	HARHIGH	ANDREW	STORES CLERK	A	6	3	4	28.980	60,278.40
429	DENZEL	JOSEPH	CONTROL OPERATOR	A	6B	3	4	31.330	65,166.40
430	ARANGO	JAIRUS	WATER TREATMENT PLANT OPERATOR	A	6B	2	3	30.990	64,459.20
431	MERRIMAN	EDWARD	MESSENGER	C	1	1	2	26.121	54,331.68
447	LELITO	KASEY	CONTROL OPERATOR	A	6B	2	3	30.990	64,459.20
456	KRACKER	WILLIAM	WATER UTILITY WORKER	A	3B	1	2	27.540	57,283.20
457	BARCZYKOWSKI	JASON	WATER UTILITY WORKER	A	3B	1	2	27.540	57,283.20
458	ROONEY	RYAN	WATER UTILITY WORKER	A	3B	1	2	27.540	57,283.20
459	DERKOVITZ	ANDREA	ACCOUNT CLERK	C	5	A	B	26.233	54,564.64
460	PANARO	LISA	ACCOUNT CLERK	C	5	A	B	26.233	54,564.64
461	KEYSER	ETHAN	ASSISTANT ENGINEERING DRAFTS WORKER	C	4	A	B	25.755	53,570.40
463	DUBEL	RYANN	ASSISTANT ENGINEERING DRAFTS WORKER	C	4	A	B	25.755	53,570.40
464	OLEKSY	MYKENZIE	CLERK TYPIST	C	2	A	B	25.150	52,312.00
801	SZYMANSKI	GEOFFREY	WATER UTILITY WORKER	A	3B	4	5	28.440	59,155.20
874	GILLETTE	KATHERINE	SENIOR ASSOCIATE ATTORNEY	E	36E	1	2	86.261	179,422.88
877	MUSARRA	MOLLY JO	CLAIMS REPRESENTATIVE	E	30E	4	5	73.024	151,889.92
887	IAFALLO	DAVID	COORDINATOR OF EMPLOYEE RELATIONS	E	27E	2	3	61.089	127,065.12
942	BOWERS	KIM	ADMINISTRATIVE ASSISTANT (ECWA)	E	21E	3	4	55.162	114,736.96
943	MEYERS	VALERIE	ADMINISTRATIVE ASSISTANT (ECWA)	E	21E	3	4	55.162	114,736.96
947	BELLACOSE	MARC	DISTRIBUTION ENGINEER	E	25E	2	3	58.822	122,349.76
1741	CATANZARO	SAMUEL	CREW CHIEF (ECWA)	C	22F	3	4	38.123	79,295.84
2044	LICHTENTHAL	LAURA	SENIOR ACCOUNT CLERK	C	10	3	4	32.450	67,496.00
2092	SOBASZEK	NICHOLAS	WATER UTILITY WORKER	A	3A	4	5	28.830	59,966.40
2122	NEMOYER	THOMAS	ASSISTANT INSTRUMENT AND CONTROL SYSTEMS SPECIALIST	C	27	3	4	41.706	86,748.48
2220	ROBERTS	IAN	WATER TREATMENT PLANT OPERATOR	A	6B	3	4	31.330	65,166.40
2221	WHITBECK	KIMBERLY	SENIOR STORES CLERK	C	27	A	B	37.136	77,242.88
2253	PALUCH	STEPHEN	WATER UTILITY WORKER	A	3C	1	2	26.150	54,392.00