



ERIE COUNTY WATER AUTHORITY

INTEROFFICE MEMORANDUM

December 4, 2024

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

From: Joyce Tomaka, Chief Financial Officer
Terrence McCracken, Secretary to the Authority

Subject: Non-represented employees Cost of Living Increase and Salary Grade Adjustments

Employees represented by both the Civil Service Employees Association and the Brotherhood of Western New York Water Workers have negotiated a 2.75% cost of living increase for 2025.

It is customary for the Board to consider an annual cost of living increase for employees not covered by a collective bargaining agreement. In order to process a January 1, 2025 cost of living increase, an amended wage schedule for non-represented employees which includes a 2.75% increase has been included on the December 19, 2024 meeting for your consideration.

To assist the Authority in establishing a suitable framework and resources during this challenging period, specific titles will be reallocated to alternative salary grades. This will also provide the Authority with incentives to recruit and retain experienced professionals who possess the necessary knowledge and expertise the Authority seeks.

JT:TDM

cc J. Brown
M. Carney
C. Eaton

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

Contract: _____ **Project No.:** _____
Project Description: Cost of Living Increase for Non-represented employees effective January 1, 2025

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>New Salary Schedule</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>Approve January 1, 2025 wage schedule</u>	

Approvals Needed:

APPROVED AS TO CONTENT:

<input checked="" type="checkbox"/> Comptroller	<u>Jessica R Brown</u>	Date: <u>12/9/2024</u>
<input checked="" type="checkbox"/> Chief Operating Officer	<u>[Signature]</u>	Date: <u>12/09/2024</u>
<input type="checkbox"/> Executive Engineer	_____	Date: _____
<input type="checkbox"/> Director of Administration	_____	Date: _____
<input type="checkbox"/> Dir. of Human Resources	_____	Date: _____
<input checked="" type="checkbox"/> Chief Financial Officer	<u>[Signature]</u>	Date: <u>12/06/2024</u>
<input checked="" type="checkbox"/> Legal	<u>Mark Carney</u>	Date: <u>12/09/2024</u>

APPROVED FOR BOARD RESOLUTION:

<input checked="" type="checkbox"/> Secretary to the Authority	<u>[Signature]</u>	Date: <u>12/9/2024</u>
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Remarks: _____

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