

ITEM 1 - AUTHORIZATION TO ACCEPT THE CONSTRUCTION AND INSTALLATION OF APPROXIMATELY 560 LINEAR FEET OF EIGHT (8") INCH PVC (C-900), ONE (1) HYDRANT, AND APPURTENANCES IN WOODLAND HILLS SUBDIVISION, PHASE 2, TOWN OF CLARENCE, NEW YORK, EC NO. 7541, PROJECT NO. 202500246

Motion by seconded by

WHEREAS, the Erie County Water Authority (the "Authority") entered into a Main Extension Agreement (Builder-Contractor-Developer) with Cimato Enterprises, Inc. and Cimato Bros. Construction, Inc. relative to Woodland Hills Subdivision, Phase 2, Town of Clarence, New York, EC No. 7541; and

WHEREAS, the Bill of Sale and the Schedule of Inventory, both dated October 30, 2025, have been approved by Leonard F. Kowalski, Executive Engineer, and the construction and installation of approximately 560 linear feet of eight (8") inch PVC (C-900), one (1) hydrant, and appurtenances have been installed in accordance with the specifications of the Authority; and

WHEREAS, the Division of Environmental Health of the Health Department of the County of Erie has approved the completed works for public water supply improvement for Woodland Hills Subdivision, Phase 2, Town of Clarence, New York; and

WHEREAS, Jessica R. Brown, Comptroller, has reviewed the costs of the main and hydrant and finds them reasonable and correct; and

WHEREAS, Leonard F. Kowalski, Executive Engineer, recommends approval and acceptance of said main and hydrant;

NOW, THEREFORE, BE IT RESOLVED:

That the Board of Commissioners of the Authority accepts the construction and installation of approximately 560 linear feet of eight (8") inch PVC (C-900), one (1) hydrant, and appurtenances and said mains and hydrant be added to the property records of the Authority.

Ayes:

Noes:

12/18/25-alh

ITEM 2 - AUTHORIZATION TO EXECUTE AN ENTERPRISE AGREEMENT WITH MICROSOFT CORPORATION RELATIVE TO MICROSOFT OFFICE 365 AND MICROSOFT OFFICE PROFESSIONAL PLUS SOFTWARE

Motion by seconded by

WHEREAS, the Erie County Water Authority's (the "Authority") Information Technology Department is in the process of renewing the Authority's licenses for the Microsoft Office suite of products, including Microsoft Office 365 and Microsoft Office Professional Plus (the "Software"); and

WHEREAS, SHI International Corp. currently purchased the Software through the New York State Office of General Services Contract PM69723 (the "Contract"); and

WHEREAS, the Authority's IT department chose to piggyback off of the Contract with SHI International Corp. to renew the Authority's Microsoft Office suite of products, including Microsoft Office 365 and Microsoft Office Professional Plus; and

WHEREAS, the Microsoft Corporation now requires that organizations renewing licenses sign an Enterprise Agreement every three years; and

WHEREAS, the Authority's 2026 O&M Budget included funds for this project under Unit 8525 Information Technology, Item No. 36 Software Expense;

NOW, THEREFORE, BE IT RESOLVED:

That the Board of Commissioners approve entering into an Enterprise Agreement for a three-year period with Microsoft Corporation as required; and be it further

RESOLVED: The Chair is authorized to execute the Enterprise Agreement on behalf of the Authority.

Ayes:

Noes:

12/18/25-alh

**ITEM 3 - APPROVAL OF CHANGE ORDER NO. 1 OF ZOLADZ CONSTRUCTION CO., INC.
FOR NEW OPERATIONS CENTER GRADING AND DRAINAGE PROJECT,
IDENTIFIED AS CONTRACT NO. LA-007, PROJECT NO. 202300077**

Motion by seconded by

WHEREAS, on May 15, 2025, the Erie County Water Authority's (the "Authority") Board of Commissioners (the "Board") approved a resolution to enter into a contract with Zoladz Construction Co., Inc. (the "Contractor") for New Operations Center Grading and Drainage Project, identified as Contract No. LA-007 (the "Contract"); and

WHEREAS, the Contractor has submitted Change Order No. 1 requesting to amend the Contract by extending the Final Completion Date from November 1, 2025 to May 15, 2026; and

WHEREAS, due to the project starting later than expected and the need for additional work, final completion including fine grading, seeding and plantings, removal of excess topsoil, and the installation of a concrete pad over the National Fuel utility easement remain to be completed; and

WHEREAS, it would be beneficial to accomplish these remaining tasks during the spring months; and

WHEREAS, Michael J. Quinn, Director of Distribution, and Leonard F. Kowalski, Executive Engineer, recommend approval of said Change Order No. 1;

NOW, THEREFORE, BE IT RESOLVED:

That the Board approve Change Order No. 1 of with Zoladz Construction Co., Inc. to extend the Final Completion Date from November 1, 2025 to May 15, 2026; and be it further

RESOLVED: That the Chair is authorized to execute said Change Order No. 1 on behalf of the Authority.

Ayes:

Noes:

12/18/25-alh

ITEM 4 - APPROVAL OF CHANGE ORDER NO. 1 OF AMSTAR OF WESTERN NEW YORK INC. FOR WATER STORAGE TANK REFURBISHING – GARTMAN, CHESTNUT RIDGE, STURGEON POINT CLEARWELL TANKS, IDENTIFIED AS CONTRACT NO. W-035-A, PROJECT NO. 202300060

Motion by seconded by

WHEREAS, on March 21, 2024, the Erie County Water Authority’s (the "Authority") Board of Commissioners (the “Board”) approved a resolution to enter into a contract with Amstar of Western New York, Inc. (the “Contractor”) for Water Storage Tank Refurbishing – Gartman, Chestnut Ridge, Sturgeon Point Clearwell Tanks, identified as Contract No. W-035-A (the “Contract”); and

WHEREAS, the Contractor has submitted Change Order No. 1 requesting to amend the Contract by extending the Substantial Completion Date from November 7, 2025 to December 5, 2025 and extending the Final Completion date from November 14, 2025 to December 19, 2025; and

WHEREAS, the reason for said change is to account for the delay in the testing process, which was postponed to accommodate main repairs conducted in November; and

WHEREAS, William W. Wheeler, Director of Planning and Water Supply, and Leonard F. Kowalski, Executive Engineer, recommend approval of said Change Order No. 1;

NOW, THEREFORE, BE IT RESOLVED:

That the Board approve Change Order No. 1 of with Amstar of Western New York, Inc. to extend the Substantial Completion Date from November 7, 2025 to December 5, 2025 and the Final Completion date from November 14, 2025 to December 19, 2025; and be it further

RESOLVED: That the Chair is authorized to execute said Change Order No. 1 on behalf of the Authority.

Ayes:

Noes:

12/18/25-alh

ITEM 5 - APPROVAL OF CHANGE ORDER NO. 1 OF ERIE PAINTING & MAINTENANCE, INC. FOR STORAGE TANK REFURBISHING – EDEN 2, NEWSTEAD, IDENTIFIED AS CONTRACT NO. W-035-C, PROJECT NO. 202300060

Motion by seconded by

WHEREAS, on March 20, 2025, the Erie County Water Authority's (the "Authority") Board of Commissioners (the "Board") approved a resolution to enter into a contract with Erie Painting & Maintenance, Inc. (the "Contractor") for Storage Tank Refurbishing – Eden 2, Newstead, identified as Contract No. W-035-C (the "Contract"); and

WHEREAS, the Contractor has submitted Change Order No. 1 requesting to amend the Contract by extending the Substantial Completion Date from November 21, 2025 to December 12, 2025; and

WHEREAS, the reason for said change is to account for the delay in the testing process, which was postponed to accommodate main repairs conducted in November; and

WHEREAS, William W. Wheeler, Director of Planning and Water Supply, and Leonard F. Kowalski, Executive Engineer, recommend approval of said Change Order No. 1;

NOW, THEREFORE, BE IT RESOLVED:

That the Board approve Change Order No. 1 of with Erie Painting & Maintenance, Inc. to extend the Substantial Completion Date from November 21, 2025 to December 12, 2025; and be it further

RESOLVED: That the Chair is authorized to execute said Change Order No. 1 on behalf of the Authority.

Ayes:

Noes:

12/18/25-alh

ITEM 6 - APPROVAL OF AMENDMENT NO. 2 TO THE AGREEMENT WITH ADVANCED ANALYTICAL SOLUTIONS, LLC. FOR THE FURNISHING AND DELIVERING OF CHEMISTRY AND MICROBIOLOGY PROFICIENCY SAMPLES AND CHEMISTRY STANDARDS, PROJECT NO. 202400005

Motion by seconded by

WHEREAS, on February 22, 2024, the Erie County Water Authority's (the "Authority") Board of Commissioners (the "Board") awarded Advanced Analytical Solutions, LLC. (the "Supplier") an Agreement for the furnishing and delivering of Chemistry and Microbiology Proficiency Samples and Chemistry Standards for a one-year term beginning February 22, 2024 (the "Agreement"); and

WHEREAS, the Agreement provides for various chemistry and microbiology proficiency samples and chemistry standards to be delivered to the Authority, as ordered, from February 22, 2024 through February 21, 2025; and

WHEREAS, in accordance with Article 1, Paragraph 1.04 of the Agreement, the parties may agree in writing to extend the term of the Agreement for two additional one (1) year terms, under the same terms and conditions, or upon such terms and conditions acceptable to the Authority; and

WHEREAS, on January 24 , 2025, the Authority approved Amendment No. 1 to the Agreement extending the term until February 21, 2026, and adding three proficiency testing standards for minerals to the Agreement; and

WHEREAS, in accordance with Article 5, Paragraph 5.02 of the Agreement, any modification or variation from the terms of the Agreement must be in writing, authorized by a resolution of the Board and signed by all parties; and

WHEREAS, the Supplier has agreed to extend the term of the Agreement until February 21, 2027, based on the same terms and conditions, including pricing as set forth in Article 4, Paragraph 4.01 of the Agreement; and

WHEREAS, the Authority's 2026 O&M Budget includes funds for this project under Unit 1010 Sturgeon Point Plant, Item No. 10 Materials and Supplies; Unit 1015 Van de Water Plant, Item No. 10 Material and Supplies and Unit 1030 Water Quality Assurance, Item No. 10 Material and Supplies;

NOW, THEREFORE, BE IT RESOLVED:

That Board approves amending the Agreement with Advanced Analytical Solutions, LLC. to extend the term of the Agreement until February 21, 2027, based on the same terms and conditions, including pricing as set forth in Article 4, Paragraph 4.01 of the Agreement; and be it further

RESOLVED: That the Chair is authorized to execute Amendment No. 2 on behalf of the Authority.

Ayes:

Noes:

12/18/25-alh

ITEM 7 - APPROVAL OF AMENDMENT NO. 2 TO THE PROFESSIONAL SERVICES CONTRACT WITH NUSSBAUMER & CLARKE, INC. TO PROVIDE CONSULTING ENGINEERING SERVICES FOR THE DESIGN AND CONSTRUCTION FOR RAW WATER TRANSMISSION MAIN, VAN DE WATER RAW WATER TO VAN DE WATER TREATMENT PLANT, IDENTIFIED AS CONTRACT NO. NC-040, PROJECT NO. 201900104 - \$90,000.00

Motion by seconded by

WHEREAS, on May 28, 2019, the Erie County Water Authority (the “Authority”) Board of Commissioners (the “Board”) awarded Nussbaumer & Clarke, Inc. (the “Engineer”) a Professional Service Contract to provide Consulting Engineering Services for the Design and Construction for Raw Water Transmission Main, Van De Water Raw Water to Van De Water Treatment Plant (the “Contract”); and

WHEREAS, on May 25, 2023, the Authority and the Engineer entered into Amendment No. 1 of the Contract to increase the Engineer’s compensation as a result of several changes to the scope of work that occurred during the design phase of the project; and

WHEREAS, the Engineer performed additional property survey work relative to eminent domain proceedings required to obtain property necessary for the project; and

WHEREAS, the Engineer performed additional design services to assist with ongoing coordination with NRG and for design changes associated with installation of new surge relief and anticipator valves in the raw water pumping station, as well as the associated piping reconfiguration; and

WHEREAS, the Engineer has requested additional compensation of \$90,000.00 for the additional services it provided to the Authority; and

WHEREAS, the Authority’s Chief Operating Officer and Executive Engineer recommend that the Authority amend the Contract by increasing the compensation to the Engineer by \$90,000.00; and

WHEREAS, in accordance with paragraph 5 of the Contract, no modification or variation from the terms of the Contract shall be effective unless it is in writing and authorized by a resolution of the Board, and signed by all parties; and

WHEREAS, the Authority’s 2026 Capital Budget includes funds for this project under Unit 2595 Eng/Const Transmission Mains, Item No. 101352 NC-40 Transmission Main Replacement;

NOW, THEREFORE, BE IT RESOLVED:

That the Board approves amending the Professional Services Contract with Nussbaumer & Clarke, Inc. to include additional compensation of \$90,000.00 for the additional services provided to the Authority; and be it further

RESOLVED: That the Chair is hereby authorized to execute Amendment No. 2 on behalf of the Authority.

Ayes:
Noes:

12/18/25-alh

**ITEM 8 - RATIFICATION OF THE INSTALLATION OF HYDRANTS AND VALVES AND
RETIREMENT OF EXISTING HYDRANTS AND VALVES - VARIOUS LOCATIONS**

Motion by seconded by

WHEREAS, the Engineering Department of the Erie County Water Authority (the "Authority") advised that hydrants and valves were installed as part of the Authority's program to keep pace with improvements in firefighting technology, as follows:

Replaced existing 5' hydrant at 451 Broad Street, City of Tonawanda with a new 5' Kennedy K81 hydrant on 10/09/2025. Work done by ECWA forces under Work Authorization No. 107.200 7542.

Hydrant originally installed prior to 08/18/2004 was scrapped and retired under Retirement Authorization No. R250047.

Replaced existing 5' hydrant at 41 Rosemead Lane, Town of Cheektowaga with a new 5' Kennedy K81 hydrant on 10/20/2025. Work done by ECWA forces under Work Authorization No. 107.200 7544.

Hydrant originally installed in 1967 was scrapped and retired under Retirement Authorization No. R250049.

Replaced existing 6" valve at Ashmund Road and Potters Road, Town of West Seneca with a new 6" resilient seat valve on 10/21/2025. Work done by ECWA forces under Work Authorization No. 107.200 7543.

Valve originally installed in 1986 was scrapped and retired under Retirement Authorization No. R250048.

Replaced existing 6' hydrant at 96 Fairhaven Drive, Town of Cheektowaga with a new 6' Kennedy hydrant on 10/27/2025. Work done by ECWA forces under Work Authorization No. 107.200 7545.

Hydrant originally installed in 1953 was scrapped and retired under Retirement Authorization No. R250050.

Replaced existing 5' hydrant at Wasson Avenue and Church Street, City of Lackawanna with a new 5' Kennedy K81 hydrant on 10/30/2025. Work done by ECWA forces under Work Authorization No. 107.200 7546.

Hydrant originally installed in 1961 was scrapped and retired under Retirement Authorization No. R250051.

Replaced existing 12" valve at 2510 Hamburg Turnpike, City of Lackawanna with a new 12" resilient seat valve on 10/30/2025. Work done by ECWA forces under Work Authorization No. 107.200 7547.

Valve originally installed in 1993 was scrapped and retired under Retirement Authorization No. R250052.

Replaced existing 5' hydrant at 50 French Road, Town of Cheektowaga with a new 5' Kennedy K81 hydrant on 11/03/2025. Work done by ECWA forces under Work Authorization No. 107.200 7548.

Hydrant originally installed in 1969 was scrapped and retired under Retirement Authorization No.

R250053.

Installed 8” resilient seat valve at 5440 Strickler Road, Town of Clarence on 11/04/2025. Work done by ECWA forces under Work Authorization No. 107.200 7549.

Installed 6” resilient seat valve at 269 Meadowlawn Road, Town of Cheektowaga on 11/06/2025. Work done by ECWA forces under Work Authorization No. 107.200 7550.

Installed 6’ hydrant at Benning Road, Town of Orchard Park on 11/06/2025. Work done by ECWA forces under Work Authorization No. 107.200 7551.

Replaced existing 7’ hydrant at 3750 River Road, Town of Tonawanda with a new 7’ Kennedy K81 hydrant on 11/06/2025. Work done by ECWA forces under Work Authorization No. 107.200 7552.

Hydrant originally installed on 12/15/2008 was scrapped and retired under Retirement Authorization No. R250054; and

WHEREAS, Leonard F. Kowalski, Executive Engineer ratifies said installations and work;

NOW, THEREFORE, BE IT RESOLVED:

That the Board of Commissioners of the Authority approves the retirement of the abovementioned hydrants and valves at the abovementioned locations; and be it further

RESOLVED: That the installation of the new hydrants and valves in the abovementioned locations, as part of the Authority's continuing program to improve its facilities is hereby approved, ratified and confirmed.

Ayes:

Noes:

12/18/25-alh

ITEM 9 - AUTHORIZATION TO AMEND THE ERIE COUNTY WATER AUTHORITY'S ANNUAL O&M BUDGET FOR THE FISCAL YEAR 2025 – UNIT 2010 LINE MAINTENANCE, LINE 15 PAYMENT TO CONTRACTORS - REPAIR - \$150,000.00

Motion by seconded by

WHEREAS, in a resolution dated October 17, 2024, the Erie County Water Authority (the "Authority") adopted its Annual O&M Budget for the fiscal year 2025; and

WHEREAS, from time to time, due to changes in spending priorities, availability of funds, or changes in other circumstances, the Authority finds it proper to amend its Annual O&M Budget to reflect such changes; and

WHEREAS, the Authority has been advised by John M. Catanzaro, Director of Operations, funding is needed for budget item Unit 2010 Line Maintenance, Item 15 Payments to Contractors - Repair; and

WHEREAS, in order to provide funding for this project, funds within the O&M Budget will need to be re-allocated as follows:

<u>Unit No</u>	<u>Item No</u>	<u>Description</u>	<u>Increase</u>	<u>Decrease</u>
2010	15	Line Maintenance Payments to Contractors - Repair	\$ <u>150,000.00</u>	
7510	20	General Expenses Miscellaneous		\$ <u>150,000.00</u>
Totals			\$ 150,000.00	\$ 150,000.00;

NOW, THEREFORE, BE IT RESOLVED:

That the Authority's Annual O&M Budget for the fiscal year 2025 be amended as listed above.

Ayes:

Noes:

12/18/25-alh

**ITEM 10 - AUTHORIZATION TO AMEND POLICY NO. 61 LEAVES OF ABSENCE OF THE
ERIE COUNTY WATER AUTHORITY'S EMPLOYEE POLICIES AND
PROCEDURES MANUAL**

Motion by seconded by

WHEREAS, on October 20, 2022, the Erie County Water Authority's (the "Authority") Board of Commissioners (the "Board") adopted a newly revised Employee Policies and Procedures Manual; and

WHEREAS, it is the policy of the Board to review, on a regular basis, policies and procedures relating to the Authority's operations; and

WHEREAS, upon review of Policy No. 61 Leaves of Absence (the "Policy"), the Human Resources Department recommends amending the Policy by moving Section 2: **Blood Donations** from subsection **A) Leaves of Absence with Pay** to subsection **B) Leaves of Absence Without Pay**, where it would be redesignated as **Section 3: Blood Donations** to ensure clarity and consistency; and

WHEREAS, the content of this section remains unchanged and only its placement has been modified;

NOW THEREFORE BE IT RESOLVED:

The Board approves amending Policy No. 61 Leaves of Absence of the Erie County Water Authority's Employee Policies and Procedures Manual by making the aforementioned changes; and be it further

RESOLVED: That the Secretary is hereby directed to incorporate the amended Policy No. 61 Leaves of Absence into the Authority's Employee Policies and Procedures Manual.

Ayes:

Noes:

12/18/25-alh

**ITEM 11 - CREATION OF ONE POSITION OF DIRECTOR OF DRINKING WATER QUALITY
(ECWA) PART-TIME**

Motion by seconded by

WHEREAS, Pursuant to Article V, Title 3, Section 1053 of the Public Authorities Law, the Erie County Water Authority (“Authority”) has the authority to appoint an attorney and an engineer and such additional officers and employees as it may require for the performance of its duties, fix and determine their qualifications, duties and compensation, subject to the provisions of the Civil Service Law of the State of New York and such rules as the Personnel Officer of the Count of Erie may adopt and make applicable to such authority; and

WHEREAS, Article V, Section 6 of the By-Laws of the Erie County Water Authority grants to the Authority the right to name and appoint from time to time an attorney or engineer and employees as it may require for the performance of its duties, fix their qualification, duties and compensation, subject to the provisions of the Civil Service Law of the State of New York; and

WHEREAS, on December 4, 2025, the Erie County Department of Personnel reviewed and approved the creation of one (1) position of Director of Drinking Water Quality (ECWA) Part-Time;

NOW, THEREFORE, BE IT RESOLVED:

That the Erie County Water Authority does hereby create one (1) position of Director of Drinking Water Quality (ECWA) Part-Time, Salary Grade 30E, with an hourly rate of \$66.78 - \$75.03, effective December 18, 2025.

Ayes:

Noes:

12/18/25-alh

ITEM 12 - AUTHORIZATION FOR TWO EMPLOYEES TO CARRY OVER THEIR 2025 VACATION TIME BALANCE IN EXCESS OF THIRTY DAYS INTO THE CALENDAR YEAR 2026

Motion by seconded by

WHEREAS, on October 20, 2022, the Erie County Water Authority (the "Authority") Board of Commissioners (the "Board") adopted a newly revised Employee Policies and Procedures Manual which included Policy No. 41 Vacation Policy and Procedures (the "Policy"); and

WHEREAS, the Policy places the following limits on the accumulation of vacation credits for non-represented employees:

Section 4 Limits on Vacation Use

4.2 Accumulation of Vacation Credits

(a) Vacation credits may be accumulated up to thirty (30) days.

(b) An employee's vacation credit accumulation may exceed the maximum, provided, however, that the employee's balance of vacation credits may not exceed 30 days on January 1 of any year; and

WHEREAS, two employees, when appointed to a non-representative position from a union position, were not given the proper vacation credits earned; and

WHEREAS, the Finance Department has corrected the issue moving forward; however, the two employees will have a vacation credit accumulation in excess of thirty (30) days at the end of 2025; and

WHEREAS, Jennifer Hibit, Secretary to the Authority, requests authorization to grant permission for the two employees to carry over their 2025 vacation balance in excess of thirty (30) days into the calendar year 2026 and utilize such balance during the calendar year 2026;

NOW, THEREFORE BE IT RESOLVED

That the Board of Commissioners authorizes by this resolution permission for the two employees to carry over their 2025 vacation balance in excess of thirty (30) days into the calendar year 2026 and utilize such balance during the calendar year 2026.

Ayes:

Noes:

12/18/25-alh

ITEM 13 - JEFFREY BOCHIECHIO - APPOINTMENT AS ASSOCIATE ATTORNEY RPT

Motion by seconded by

WHEREAS, Pursuant to Article V, Title 3, Section 1053 of the Public Authorities Law, the Erie County Water Authority has the authority to appoint an attorney and an engineer and such additional officers and employees as it may require for the performance of its duties, fix and determine their qualification, duties and compensation, subject to the provisions of the Civil Service Law of the State of New York and such rules as the personnel officer of the County of Erie may adopt and make applicable to such authority; and

WHEREAS, Article V, Section 6 of the By-Laws of the Erie County Water Authority grants to the Authority the right to name and appoint from time to time an attorney or engineer and employees as it may require for the performance of its duties, fix their qualification, duties and compensation, subject to the provisions of the Civil Service Law of the State of New York;

NOW, THEREFORE BE IT RESOLVED:

That Jeffrey Bochiechio, be appointed to the position of Associate Attorney RPT; said appointment being subject to the approval of the Erie County Personnel Office, and to be compensated at a rate of \$100.00 per hour, not to exceed nineteen hours (19) per biweekly pay period and not to exceed the annual budgetary appropriation, effective December 18, 2025.

Ayes:

Noes:

12/18/25-alh

ITEM 14 - APPROVAL OF A LEAVE OF ABSENCE FOR TIMOTHY MEEGAN

Motion by seconded by

WHEREAS, the Erie County Water Authority (the "Authority") is subject to the Rules for the Classified Civil Service of the County of Erie (the "County Rules"), pursuant to Public Authorities Law § 1053(3) and Civil Service Law § 20; and

WHEREAS, Rule XVIII, Subdivision 2, provides, "A leave of absence without pay, not to exceed one year, may be granted to an employee by an appointing officer;" and

WHEREAS, Policy No. 61 determines the "appointing officer" to be the "Members of the Authority," and states, "The ultimate decision as to whether or not the leave without pay will be granted rests with the Members of the Authority;" and

WHEREAS, subdivision 2 of the Rule XVIII gives the Members of the Authority complete discretion to grant an unpaid leave for a one-year period with only a notice being sent to the County Personnel Director; and

WHEREAS, subdivisions 3 and 5 of the Rule XVIII give the sole discretion to the County Personnel Director to extend such a leave of absence for a period of more than one year; and

WHEREAS, on November 24, 2025, the Authority appointed Timothy Meegan to the position of Training and Safety Coordinator (ECWA); and

WHEREAS, Mr. Meegan has requested a leave of absence from his permanent position of Line Maintenance Worker while he continues to serve the Authority as Training and Safety Coordinator (ECWA);

NOW, THEREFORE, BE IT RESOLVED:

That Timothy Meegan is granted a leave of absence from his permanent position of Line Maintenance Worker while he continues to serve the Authority as Training and Safety Coordinator (ECWA).

Ayes:

Noes:

12/18/25-alh

ITEM 15 - APPROVAL OF A LEAVE OF ABSENCE FOR THOMAS NEMOYER

Motion by seconded by

WHEREAS, the Erie County Water Authority (the "Authority") is subject to the Rules for the Classified Civil Service of the County of Erie (the "County Rules"), pursuant to Public Authorities Law § 1053(3) and Civil Service Law § 20; and

WHEREAS, Rule XVIII, Subdivision 2, provides, "A leave of absence without pay, not to exceed one year, may be granted to an employee by an appointing officer;" and

WHEREAS, Policy No. 61 determines the "appointing officer" to be the "Members of the Authority," and states, "The ultimate decision as to whether or not the leave without pay will be granted rests with the Members of the Authority;" and

WHEREAS, subdivision 2 of the Rule XVIII gives the Members of the Authority complete discretion to grant an unpaid leave for a one-year period with only a notice being sent to the County Personnel Director; and

WHEREAS, subdivisions 3 and 5 of the Rule XVIII give the sole discretion to the County Personnel Director to extend such a leave of absence for a period of more than one year; and

WHEREAS, on November 10, 2025, the Authority appointed Thomas NeMoyer to the position of Chief Instrument and Control Systems Specialist; and

WHEREAS, Mr. NeMoyer has requested a leave of absence from his permanent position of Assistant Instrument and Control Systems Specialist while he continues to serve the Authority as Chief Instrument and Control Systems Specialist;

NOW, THEREFORE, BE IT RESOLVED:

That Thomas NeMoyer is granted a leave of absence from his permanent position of Assistant Instrument and Control Systems Specialist while he continues to serve the Authority as Chief Instrument and Control Systems Specialist.

Ayes:

Noes:

12/18/25-alh

ITEM 16 -SALARY INCREMENTS - JANUARY 1, 2026

Motion by seconded by

WHEREAS, the Erie County Water Authority adopted a Career and Salary Plan for its employees, which, among other things, provides a five-step wage and salary increment schedule; said increments shall be granted after due consideration of merit and quality of individual performance; and

WHEREAS, the compensation for each increment shall be as specified in the salary schedules for each specific salary grade;

NOW, THEREFORE, BE IT RESOLVED:

That the awarding of salary increments to the employees listed on the attached sheet in their respective salary grades and to the steps listed on their increment anniversary, namely January 1, 2026 is hereby approved; and be it further

RESOLVED: That the Comptroller is hereby directed to pay said increments in accordance with the amendment to the Career and Salary Plan herein described.

Ayes:

Noes:

12/18/25-alh

ITEM 17 - FIRST LONGEVITY INCREMENTS - JANUARY 1, 2026

Motion by seconded by

WHEREAS, by Item No. 2 of the Minutes of the Meeting of January 31, 1963, the Erie County Water Authority adopted the following amendment to its Career and Salary Plan to provide for a longevity increment:

When an employee holding a position allocated to a salary grade prescribed in the Erie County Water Authority's Career and Salary Plan, adopted by resolution of the Authority dated October 11, 1956, has reached, by or after January 1, 1964, a salary equal to or in excess of the maximum salary grade of the grade of his/her position, a position in the same salary grade for a period of five (5) years in the aggregate, he/she shall be entitled on the first day of the fiscal year following completion of such service, to receive an additional increment of the grade to which his/her position is allocated, provided, however, that the salary of such employee shall not be increased pursuant to this provision to an amount in excess of the maximum salary of the grade of his/her position plus one additional increment of such grade; and

WHEREAS, the employees listed on the attached sheet are entitled to a first longevity increment inasmuch as the date of their last regular increment was four years or more; and

WHEREAS, the compensation for each increment shall be as specified in the salary schedules for each specific salary grade;

NOW, THEREFORE, BE IT RESOLVED:

That the awarding of first longevity increments to the employees listed on the attached sheet in the grade to which their positions are allocated commencing January 1, 2026 in accordance with the aforementioned amendment to the Career and Salary Plan is hereby approved; and be it further

RESOLVED: That the Comptroller is hereby directed to pay said increments in accordance with the amendment to the Career and Salary Plan herein described.

Ayes:

Noes:

12/18/25-alh

ITEM 18 - ADDITIONAL LONGEVITY INCREMENTS - JANUARY 1, 2026

Motion by seconded by

WHEREAS, by resolution identified as Item No. 27 of the Minutes of the Meeting of April 1, 1969, the Erie County Water Authority (the "Authority") adopted the amendment to its Career and Salary Plan for hourly-rated employees in Sub Grade 1 through Grade 6, inclusive, to provide, among other things, a second longevity increment; and

WHEREAS, said increment is as follows:

When an employee has received his/her first longevity increment in accordance with the provisions of Item No. 2 of the Minutes of the Meeting of January 31, 1963, and continues in the same position for an additional five (5) years without increments, he /she shall be entitled, on such first day of the fiscal year following completion of such service, to receive a second longevity increment of the grade to which his/her position is allocated, provided, however that the salary of such employee shall not be increased pursuant to this provision to an amount in excess of the maximum salary of the grade of his/her position plus two additional increments in such grade; and

WHEREAS, by resolution identified as Item No. 31 of the Minutes of the Meeting of February 10, 1970, the Authority amended its Career and Salary Plan for annual salaried employees in Grade 1 through 36 inclusive, to provide the aforementioned second longevity increment to these employees; and

WHEREAS, by resolution identified as Item No. 6 of the Minutes of the Meeting of April 1, 1971, the Authority authorized a third longevity increment to be provided after an employee continues in the same position for an additional five (5) years without increments; said increment shall not exceed the salary grade of the position to an amount in excess of the maximum salary of the grade plus three (3) additional increments of such grade; and

WHEREAS, by resolution identified as Item No. 27 of the Minutes of the Meeting of March 12, 1987, the Authority authorized a fourth longevity step for employees in the white-collar bargaining unit and employees not eligible for membership in a collective bargaining unit; said increment to be provided after an employee is in the same salary grade for an additional five (5) years without increments after receiving his/her third longevity increment; and

WHEREAS, by resolution identified as Item No. 38 of the Minutes of the Meeting of July 9, 1987, the Authority authorized the aforementioned fourth longevity step under the same conditions for employees in the Blue Collar Bargaining Unit; and

WHEREAS, by resolution identified as Item No. 22 of the Minutes of the Meeting of September 9, 1999, the Authority authorized a fifth longevity step and reduced the interval from five (5) years to four (4) years for employees in the White Collar Bargaining Unit; and

WHEREAS, that the employees listed on the attached sheet are entitled to additional longevity increments effective January 1, 2026 in accordance with the terms of the Authority's Career and Salary Plan; and

WHEREAS, the compensation for each increment shall be as specified in the salary schedules for each specific salary grade;

NOW, THEREFORE, BE IT RESOLVED:

That the awarding of additional longevity increments to the employees listed on the attached sheet in the grades to which their positions are allocated commencing January 1, 2026 in accordance with the aforementioned amendment to the Career and Salary Plan is hereby approved; and be it further

RESOLVED: That the Comptroller is hereby directed to pay said increments to the above employees.

Ayes:

Noes:

12/18/25-alh

**ITEM 19 - AUTHORIZATION TO AMEND THE WAGE SCHEDULE FOR BI-WEEKLY
EMPLOYEES NOT ELIGIBLE FOR MEMBERSHIP IN A COLLECTIVE
BARGAINING UNIT**

Motion by seconded by

WHEREAS, the Erie County Water Authority (the "Authority") annually amends by resolution the wage schedule for all non-representative employees whose positions have been classified as managerial and/or confidential; and

WHEREAS, the Secretary to the Authority (the "Secretary") and the Chief Financial Officer (the "CFO") are proposing and recommending changes to the previously adopted wage schedule to become effective January 1, 2026; and

WHEREAS, the Secretary and the CFO recommend a salary increase of 2.5% for all non-represented employees; and

WHEREAS, these proposed changes are based on the salary line in the 2026 Operating and Maintenance Budget reviewed and adopted by the Board of Commissioners of the Authority (the "Board");

NOW, THEREFORE, BE IT RESOLVED:

That the Board of Commissioners approves and adopts the 2026 Wage Schedule for all Non-Represented Positions effective January 1, 2026 as proposed and recommended by the Secretary and the CFO.

Ayes:

Noes:

12/18/25-alh