



ERIE COUNTY WATER AUTHORITY

INTEROFFICE MEMORANDUM

December 4, 2023

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, 2024.

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. The Director has advised Accounting that no employees on the list should be excluded for poor performance based on the recommendation of their Department Head.

Please consider approving the attached salary step and longevity increments at the December 14, 2023 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:

Agreement Professional Service Contract Amendment Change Order
 BCD NYSDOT Agreement Contract Documents Addendum
 Recommendation for Award of Contract Recommendation to Reject Bids
 Request for Proposals
 Other January 1, 2024 Salary Step and Longevity Step Increments

Action Requested:

Board Authorization to Execute Legal Approval
 Board Authorization to Award Execution by the Chairman
 Board Authorization to Advertise for Bids Execution by the Secretary to the Authority
 Board Authorization to Solicit Request for Proposals
 Other Board Authorization to Approve Salary Step and Longevity Increments

Approvals Needed:

APPROVED AS TO CONTENT:

<input checked="" type="checkbox"/> Comptroller	<u>Jessica R Brown</u>	Date: <u>12/4/23</u>
<input type="checkbox"/> Chief Operating Officer	_____	Date: _____
<input type="checkbox"/> Executive Engineer	_____	Date: _____
<input type="checkbox"/> Director of Administration	_____	Date: _____
<input type="checkbox"/> Risk Manager	_____	Date: _____
<input checked="" type="checkbox"/> Chief Financial Officer	<u>Oppe Indre</u>	Date: <u>12/04/2023</u>
<input type="checkbox"/> Legal	_____	Date: _____

APPROVED FOR BOARD RESOLUTION:

<input checked="" type="checkbox"/> Secretary to the Authority	<u>[Signature]</u>	Date: <u>12/4/2023</u>
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Remarks: See attached memo and list

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

SALARY STEP INCREMENTS - JANUARY 2024

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	2	3	36.507	75,934.56
64	STOJKOVSKI	DRAGAN	CREW CHIEF (ECWA)	C	22F	1	2	35.910	74,692.80
74	GABBEY JR	THOMAS	GENERAL CREW CHIEF	E	19E	4	5	51.195	106,485.60
99	FAHEY	MICHAEL	DISTRIBUTION ENGINEER	E	25E	1	2	55.555	115,554.40
110	MATTISON	JOHN	INSTRUMENTATION ELECTRICAL & ELECTRONIC CHIEF TECHNICIAN	E	23E	4	5	58.827	122,360.16
156	FRONCZAK	JO	LABORATORY TECHNICIAN (ENVIRONMENTAL MICROBIOLOGY)	C	10	3	4	31.583	65,692.64
159	FAHEY	MATTHEW	LINE MAINTENANCE OPERATOR	A	5A	4	5	29.960	62,316.80
169	CLARK	BRYAN	LINE MAINTENANCE OPERATOR	A	5A	4	5	29.960	62,316.80
171	DIMARCO	JOSEPH	ACCOUNT CLERK	C	5	2	3	27.807	57,838.56
181	SABUDA JR.	STEPHEN	WATER UTILITY WORKER	A	3A	3	4	27.700	57,616.00
183	BIEBER	ROBERT	WATER TREATMENT PLANT OPERATOR	A	6B	2	3	30.160	62,732.80
186	SPARCINO	DANTE	WATER UTILITY WORKER	A	3B	3	4	27.320	56,825.60
187	KRUDER	ALEXANDER	CONTROL OPERATOR	A	6B	3	4	30.490	63,419.20
190	WEIR	WILLIAM	SENIOR CONSTRUCTION INSPECTOR	C	30	A	B	40.289	83,801.12
266	MIKLOS	PAUL	WATER TREATMENT PLANT OPERATOR CREW CHIEF	E	17E	4	5	47.521	98,843.68
303	HESS	VALERIE	ACCOUNT CLERK	C	5	B	1	26.663	55,459.04
385	LOUTH	CHRISTOPHER	SENIOR WATER TREATMENT PLANT OPERATOR	C	22	B	1	36.660	76,252.80
405	MEEGAN	TIMOTHY	CREW CHIEF (ECWA)	C	22F	A	B	33.746	70,191.68
421	SIMMONS	JERID	WATER UTILITY WORKER	A	3A	2	3	27.470	57,137.60
422	STEPHAN	JASON	CONTROL OPERATOR	A	6B	2	3	30.160	62,732.80
423	WOLFE	JAMES	PUMP MECHANIC	A	7A	2	3	31.830	66,206.40
424	ADAMS	MICHAEL	INSTRUMENTATION ELECTRICAL & ELECTRONIC TECHNICIAN	C	26	B	1	36.999	76,957.92
425	LYNCH	BRIAN	WATER UTILITY WORKER	A	3B	2	3	27.090	56,347.20
428	HARHIGH	ANDREW	STORES CLERK	A	6	2	3	27.900	58,032.00
429	DENZEL	JOSEPH	CONTROL OPERATOR	A	6B	2	3	30.160	62,732.80
430	ARANGO	JAIRUS	WATER TREATMENT PLANT OPERATOR	A	6B	1	2	29.940	62,275.20
431	MERRIMAN	EDWARD	MESSENGER	C	1	B	1	25.057	52,118.56
447	LELITO	KASEY	CONTROL OPERATOR	A	6B	1	2	29.940	62,275.20
877	MUSARRA	MOLLY JO	CLAIMS REPRESENTATIVE	E	30E	3	4	69.115	143,759.20
887	IAFALLO	DAVID	COORDINATOR OF EMPLOYEE RELATIONS	E	27E	1	2	57.707	120,030.56
942	BOWERS	KIM	ADMINISTRATIVE ASSISTANT (ECWA)	E	21E	2	3	52.153	108,478.24
943	MEYERS	VALERIE	ADMINISTRATIVE ASSISTANT (ECWA)	E	21E	2	3	52.153	108,478.24
947	BELLACOSE	MARC	DISTRIBUTION ENGINEER	E	25E	1	2	55.555	115,554.40
1741	CATANZARO	SAMUEL	CREW CHIEF (ECWA)	C	22F	2	3	36.507	75,934.56
2044	LICHTENTHAL	LAURA	SENIOR ACCOUNT CLERK	C	10	2	3	30.952	64,380.16
2092	SOBASZEK	NICHOLAS	WATER UTILITY WORKER	A	3A	3	4	27.700	57,616.00
2122	NEMOYER	THOMAS	ASSISTANT INSTRUMENT AND CONTROLS SYSTEMS SPECIALIST	C	27	2	3	39.672	82,517.76
2220	ROBERTS	IAN	WATER TREATMENT PLANT OPERATOR	A	6B	2	3	30.160	62,732.80