



ERIE COUNTY WATER AUTHORITY

INTEROFFICE MEMORANDUM

December 8, 2025

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

From: Jessica R. Brown, Comptroller *JB*

Subject: Salary Step 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, 2026.

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 18, 2025 meeting.

**ERIE COUNTY WATER AUTHORITY
AUTHORIZATION FORM
For Approval/Execution of Board Meeting Documents**

Document Name: _____ **Project No.:** _____

Description: _____

Item Description:

Choose one:

Other: _____

Action Requested:

Choose one:

Other: _____

Approvals Required:

APPROVED AS TO CONTENT:

Chief Financial Officer



Date: 12/08/2025

Chief Operating Officer

Date: _____

Claims Rep. – Risk Manager

Date: _____

Comptroller



Date: 12/8/2025

Director of Administration

Date: _____

Director of Distribution

Date: _____

Director of Human Resources

Date: _____

Director of IT

Date: _____

Director of Production

Date: _____

Director of Water Quality

Date: _____

Executive Engineer

Date: _____

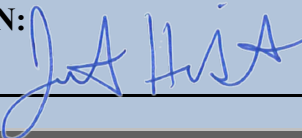
General Counsel (Legal)

Date: _____

Other: _____ Date: _____

APPROVED FOR BOARD RESOLUTION:

Secretary to the Authority



Date: 12/8/2025

Remarks: _____

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

SALARY STEP INCREMENTS - JANUARY 2026

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	4	5	39.802	82,788.16
64	STOJKOVSKI	DRAGAN	CREW CHIEF (ECWA)	C	22F	3	4	39.172	81,477.76
99	FAHEY	MICHAEL	DISTRIBUTION ENGINEER	E	25E	3	4	62.227	129,432.16
140	HASSETT	AMY	SUPERVISING STENOGRAPHIC SECRETARY	E	17E	1	2	46.367	96,443.36
156	FRONCZAK	JO	MICROBIOLOGIST (WATER QUALITY)	C	13	3	4	35.678	74,210.24
161	STOKLOSA	MICHAEL	SENIOR ENGINEER ASSISTANT	C	19	B	1	36.278	75,458.24
183	BIEBER	ROBERT	WATER TREATMENT PLANT OPERATOR	A	6B	4	5	32.490	67,579.20
190	WEIR	WILLIAM	SENIOR CONSTRUCTION INSPECTOR	C	30	1	2	45.639	94,929.12
303	HESS	VALERIE	ACCOUNT CLERK	C	5	2	3	29.357	61,062.56
385	LOUTH	CHRISTOPHER	SENIOR WATER TREATMENT PLANT OPERATOR	C	22	2	3	40.468	84,173.44
386	LORETTO	JASON	WATER PLANT HELPER	A	4A	1	2	28.050	58,344.00
387	BUEME	MICHAEL	WATER UTILITY WORKER	A	3A	1	2	28.690	59,675.20
388	KEYSER	AARON	PUMP MECHANIC	A	7C	1	2	32.380	67,350.40
389	SABUDA	JASON	DISPATCHER (WATER)	A	6A	1	2	29.600	61,568.00
422	STEPHAN	JASON	PUMP MAINTENANCE WORKER	A	6B	4	5	32.490	67,579.20
423	WOLFE	JAMES	PUMP MECHANIC	A	7A	4	5	34.270	71,281.60
424	ADAMS	MICHAEL	INSTRUMENTATION ELECTRICAL & ELECTRONIC TECHNICIAN	C	26	2	3	40.933	85,140.64
425	LYNCH	BRIAN	WATER UTILITY WORKER	A	3B	4	5	29.220	60,777.60
428	HARHIGH	ANDREW	STORES CLERK	A	6	4	5	30.100	62,608.00
429	DENZEL	JOSEPH	PUMP MAINTENANCE WORKER	A	6B	4	5	32.490	67,579.20
430	ARANGO	JAIRUS	WATER TREATMENT PLANT OPERATOR	A	6B	3	4	32.190	66,955.20
431	MERRIMAN	EDWARD	MESSENGER	C	1	2	3	27.224	56,625.92
447	LELITO	KASEY	PUMP MAINTENANCE WORKER	A	6B	3	4	32.190	66,955.20
456	KRACKER	WILLIAM	WATER UTILITY WORKER	A	3B	2	3	28.600	59,488.00
457	BARCZYKOWSKI	JASON	WATER UTILITY WORKER	A	3B	2	3	28.600	59,488.00
458	ROONEY	RYAN	WATER UTILITY WORKER	A	3B	2	3	28.600	59,488.00
459	DERKOVITZ	ANDREA	ACCOUNT CLERK	C	5	B	1	28.149	58,549.92
460	PANARO	LISA	ACCOUNT CLERK	C	5	B	1	28.149	58,549.92
461	KEYSER	ETHAN	ASSISTANT ENGINEERING DRAFTS WORKER	C	4	B	1	27.634	57,478.72
463	DUBEL	RYANN	ASSISTANT ENGINEERING DRAFTS WORKER	C	4	B	1	27.634	57,478.72
464	OLEKSY	MYKENZIE	CLERK TYPIST	C	2	B	1	26.980	56,118.40
478	MOONEY	ALEX	ASSISTANT ENGINEERING DRAFTS WORKER	C	4	A	B	26.463	55,043.04
479	HECHT	JARED	ASSISTANT ENGINEERING DRAFTS WORKER	C	4	A	B	26.463	55,043.04
480	GOSPODARSKI	KATHERINE	ACCOUNT CLERK	C	5	A	B	26.954	56,064.32
481	KLUBEK	CASEY	PRINCIPAL ENGINEERING DRAFTS WORKER	C	19	A	B	34.676	72,126.08

SALARY STEP INCREMENTS - JANUARY 2026

EMP NO	LAST NAME	FIRST NAME	TITLE	UNION CODE	GRADE	CURRENT STEP	NEW STEP	NEW HOURLY RATE	NEW ANNUAL RATE
482	MEDVIN	SARA	ACCOUNT CLERK	C	5	A	B	26.954	56,064.32
670	MCNERNEY	GEORGE	ADMINISTRATIVE ASSISTANT ECWA	E	21E	1	2	53.442	111,159.36
874	GILLETTE	KATHERINE	SENIOR ASSOCIATE ATTORNEY	E	36E	2	3	91.037	189,356.96
887	IAFALLO	DAVID	COORDINATOR OF EMPLOYEE RELATIONS	E	27E	3	4	64.612	134,392.96
942	BOWERS	KIM	ADMINISTRATIVE ASSISTANT (ECWA)	E	21E	4	5	58.296	121,255.68
943	MEYERS	VALERIE	ADMINISTRATIVE ASSISTANT (ECWA)	E	21E	4	5	58.296	121,255.68
947	BELLACOSE	MARC	DISTRIBUTION ENGINEER	E	25E	3	4	62.227	129,432.16
1741	CATANZARO	SAMUEL	CREW CHIEF (ECWA)	C	22F	4	5	39.802	82,788.16
2044	LICHTENTHAL	LAURA	SENIOR ACCOUNT CLERK	C	10	4	5	34.009	70,738.72
2220	ROBERTS	IAN	WATER TREATMENT PLANT OPERATOR	A	6B	4	5	32.490	67,579.20
2221	WHITBECK	KIMBERLY	WAREHOUSE SUPERVISOR	C	29	1	2	42.583	88,572.64