



# 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

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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:** \_\_\_\_\_

**FIRST LONGEVITY INCREMENTS - JANUARY 2026**

<b>EMP NO</b>	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>TITLE</b>	<b>UNION CODE</b>	<b>GRADE</b>	<b>CURRENT STEP</b>	<b>NEW STEP</b>	<b>NEW HOURLY RATE</b>	<b>NEW ANNUAL SALARY</b>
114	PELUSO	ANTHONY	WATER UTILITY WORKER	A	3A	5	5+1	30.200	62,816.00
130	CROFT	JAMES	METER SERVICE WORKER	A	4B	5	5+1	30.510	63,460.80
131	PAPISZ	ADAM	METER SERVICE WORKER	A	4B	5	5+1	30.510	63,460.80
133	SUDYN	PAUL	METER SERVICE WORKER	A	4B	5	5+1	30.510	63,460.80
144	SANKEY	CHARLES	LINE MAINTENANCE OPERATOR	A	5A	5	5+1	32.200	66,976.00
146	OTOKA	AARON	METER SERVICE WORKER	A	4B	5	5+1	30.510	63,460.80
147	KILLIAN	JOHN	METER SERVICE WORKER	A	4B	5	5+1	30.510	63,460.80
148	KAPUSZCAK	THOMAS	METER SERVICE WORKER	A	4B	5	5+1	30.510	63,460.80
415	BALL	DENNIS	LINE MAINTENANCE OPERATOR	A	5A	5	5+1	32.200	66,976.00
426	LIVSEY	MICHAEL	WATER UTILITY WORKER	A	3A	5	5+1	30.200	62,816.00
427	CANSDALE	JAMES	WATER UTILITY WORKER	A	3B	5	5+1	29.800	61,984.00
786	SEIDER	DANIEL	DIRECTOR OF PRODUCTION (WATER SYSTEM)	E	34E	5	5+1	85.542	177,927.36
859	PLANAVSKY	RICHARD	CHIEF BUSINESS OFFICE MANAGER-BUDGET DIRECTOR	E	28E	5	5+1	70.488	146,615.04
2021	RUSIN	ALEXANDER	WATER UTILITY WORKER	A	3A	5	5+1	30.200	62,816.00