



ERIE COUNTY WATER AUTHORITY

INTEROFFICE MEMORANDUM

December 8, 2025

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

From: Joyce Tomaka, Chief Financial Officer
Jennifer Hibit, Secretary to the Authority

Subject: Non-represented employees Cost of Living Increase

Employees represented by both the Civil Service Employees Association and the Brotherhood of Western New York Water Workers have negotiated a 2.5% cost of living increase for 2026.

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, 2026 cost of living increase, an amended wage schedule for non-represented employees which includes a 2.5% increase has been included on the December 18, 2025 meeting for your consideration.

cc J. Brown
M. Carney
C. Eaton

**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: 12/08/2025

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 Operations

Date: _____

Director of Planning & Water Supply

Date: _____

Director of Production

Date: _____

Director of Water Quality

Date: _____

Executive Engineer

Date: _____

General Counsel (Legal)



Date: 12/8/2025

Other: _____

Date: _____

APPROVED FOR BOARD RESOLUTION:

Secretary to the Authority



Date: 12/8/2025

Remarks: _____

Resolution Date: _____ Item No: _____