



ERIE COUNTY WATER AUTHORITY  
INTEROFFICE MEMORANDUM

July 1, 2021

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

Cc: Karen A. Prendergast, Chief Financial Officer  
Russell J. Stoll, Chief Operating Officer  
Mark S. Carney, General Counsel  
Leonard F. Kowalski, Executive Engineer  
Daniel J. NeMoyer, Director of Human Resources

From: Terrence D. McCracken, Secretary to the Authority

Subject: Vacation Bonus for New Employee

On June 30, 2021, the Erie County Water Authority (the "Authority") welcomed John A. Weider as a newly hired Senior Systems Engineer.

In accordance with the Authority's Employee Policy and Practices, Mr. Weider was interviewed, selected, and recruited by Sr. Associate Attorney Margaret Murphy, HR Director Dan NeMoyer and me (the "Interview Committee"). The Interview Committee determined that Mr. Weider's qualifications and experience are the best fit for the vacant position of Sr. Systems Engineer.

Mr. Weider has spent 24 years with an informational technology consulting firm servicing customers throughout the US and Canada and has over 25 years of experience in the Information Technology field for various industries throughout the United States as a Consultant, Analyst, Developer & Programmer, Network Architect, Networking Engineer, Systems Administrator, Database Administrator, Systems Integrator, Systems Engineer and Senior Systems Engineer. Mr. Weider has been a consultant for the Authority since 1998 and has the ability to "walk" into the position without training and provide the expected high level of service from day one.

In recruiting Mr. Weider, the Interview Committee faced certain challenges. Mr. Weider accepted the position due to the Authority's long-term health and retirement benefits but had to accept the loss of benefit leave time accrued over his 25-year career.

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Pursuant to the Authority's Employee Policies and Procedures Manual Policy No. 41.0 (Vacations), ¶ 6, the Authority may offer additional vacation time to newly hired employees whose salary grade is 30E or above for the purpose of attracting qualified applicants to these senior executive positions. The salary grade for a Senior Systems Engineer is 27E. The Interview Committee recommends the Board extends by resolution the spirit of this provision to Mr. Weider and respectfully requests the Board grant to Mr. Weider the additional two weeks of vacation.

If there are any questions at the day of the Board meeting, this matter should be held in Executive Session pursuant to Public Officers Law § 105(1)(f) (matters leading to the appointment and employment of a particular person). Thank you.

TDM:tg