

y:



ERIE COUNTY WATER AUTHORITY
INTEROFFICE MEMORANDUM

July 29, 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 July 29, 2021, the Erie County Water Authority (the “Authority”) welcomed Walter Klein as a newly hired Operational Analyst & Solution Programmer.

In accordance with the Authority’s Employee Policy and Practices, Mr. Klein 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. Klein’s qualifications and experience are the best fit for the vacant position of Operational Analyst & Solution Programmer.

Mr. Kline has over 40 years experience in the Information Technology field for various companies including, but not limited to, the Erie County Water Authority, Chase Bank, Carborundum Corporation, Unifrax, Standard Textiles as a Senior Consultant, Systems Analyst, Programmer/Developer, Systems Administrator, Database Administrator and Operational Analyst. Throughout his career he has been entrusted to design, implement and maintain highly sensitive, secure and confidential systems and applications. He has over 40 years of experience conducting research into software-related issues and products and has worked independently and in a collaborative environment with other software developers.

In recruiting Mr. Kline, the Interview Committee faced certain challenges. Mr. Kline 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 40-year career.

Board of Commissioners
July 29, 2021
Page 2

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 Operational Analyst & Solution Programmer is 27E. The Interview Committee recommends the Board extends by resolution the spirit of this provision to Mr. Kline and respectfully requests the Board grant to Mr. Kline 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