



**ERIE COUNTY INDUSTRIAL DEVELOPMENT AGENCY (ECIDA)
Compensation Committee Meeting**

**March 31, 2022
@ 12:00 p.m.
Via Conference Call & Livestreaming**

1. Approval of minutes – July 15, 2021
2. Review of proposed 2022 COLA Recommendations
3. Review of ECIDA 2021 Performance Incentive Plan recommendations
4. Compensation Study
5. Adjournment

**MINUTES OF A MEETING OF THE
COMPENSATION COMMITTEE OF THE
ERIE COUNTY INDUSTRIAL DEVELOPMENT AGENCY
(ECIDA)**

DATE AND PLACE: July 15, 2021, at Erie County Industrial Development Agency (the “ECIDA” or “Agency”), 95 Perry Street, 5th Floor ESD Conference Room, Buffalo, New York 14203

LIVE STREAMED: This meeting is being live-streamed and made accessible on the Agency’s website at www.ecidany.com.

PRESENT: Rev. Mark E. Blue, Dottie Gallagher¹, Hon. Mark C. Poloncarz, Kenneth A. Schoetz and Paul Vukelic

EXCUSED: Richard Lipsitz, Jr. and Sister Denise Roche

OTHERS PRESENT: John Cappellino, Chief Executive Officer; Mollie Profic, Chief Financial Officer; Karen M. Fiala, Assistant Treasurer/Secretary; Brian Krygier, Systems Analyst; and Robert G. Murray, Esq., Harris Beach PLLC/General Counsel

GUEST: Andrew Federick, Erie County Senior Economic Development Specialist

There being a quorum present at 12:06 p.m., the Meeting of the Compensation Committee was called to order by its Chair, Mr. Poloncarz.

MINUTES

The minutes of the October 5, 2020 Compensation Committee meeting were presented, and upon motion made by Mr. Schoetz, and seconded by Mr. Blue, and as thereafter voted upon, the minutes were unanimously approved.

REVIEW OF ECIDA 2021 SALARY RECOMMENDATIONS

Mr. Cappellino reviewed the ECIDA 2021 salary recommendations. General discussion ensued.

¹ Ms. Gallagher participated via Zoom, however, she did not count for quorum purposes and is not considered present or eligible for purposes of voting on any action items.

Upon motion made by Mr. Vukelic and seconded by Mr. Schoetz to approve of the ECIDA's 2021 salary recommendations. Mr. Poloncarz called for the vote and the motion was unanimously approved.

There being no further business to discuss, Mr. Poloncarz adjourned the meeting at 12:22 p.m.

Gerald Manhard, Assistant Secretary