

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

DATE AND PLACE: March 22, 2024, at the Erie County Industrial Development Agency, 95 Perry Street, Suite 403, Buffalo, New York 14203

PRESENT: Richard Lipsitz, Jr., Brenda W. McDuffie, Hon. Mark C. Poloncarz and Kenneth A. Schoetz

EXCUSED: Rev. Mark E. Blue, Dottie Gallagher and Michael P. Hughes

OTHERS PRESENT: John Cappellino, Chief Executive Officer; Mollie Profic, Chief Financial Officer/Assistant Secretary; Brian Krygier, Director of Information Technology and Robert G. Murray, Esq., Harris Beach PLLC/General Counsel

GUEST: Zaque Evans, on behalf of Erie County

There being a quorum present at 12:35 p.m., the Meeting of the Compensation Committee was called to order by Chair Poloncarz.

MINUTES

The minutes of the April 14, 2023 Compensation Committee meeting were presented, and upon motion made by Mr. Lipsitz, and seconded by Mr. Schoetz, and as thereafter voted upon, the minutes were unanimously approved.

REVIEW OF PROPOSED 2024 ADJUSTMENTS

Mr. Cappellino reviewed the overall 2023 performance of the ECIDA/RDC/ILDC and related accomplishments and financials, and confirmed that the ECIDA experienced a net loss due to issuance of an administrative fee refund that was returned to a Company that opted not to proceed with a real property tax abatement.

Mr. Cappellino proposed a 4% COLA adjustment, retroactive to January 1, 2024, and given lower ECIDA performance, that no performance incentive payments were being proposed.

Mr. Cappellino confirmed three market rate salary adjustments were also being proposed, as so related to the job duties of three specific staff members.

Ms. McDuffie moved and Mr. Lipsitz seconded to approve of the 2024 salary adjustments as herein described. 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 12:39 p.m.



Elizabeth A. O'Keefe, Secretary