

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

**DATE AND PLACE:** March 1, 2016, at the Erie County Industrial Development Agency, 95 Perry Street, Suite 403, Buffalo, New York 14203

**PRESENT:** Chris T. Johnston and Hon. Mark C. Poloncarz

**EXCUSED:** James F. Doherty

**OTHERS PRESENT:** Steve Weathers, Chief Executive Officer; John Cappellino, Executive Vice President; Andrew Schoeppich, Treasurer; and Robert Murray, Secretary

**GUEST:** Andrew Federick, Senior Economic Development Specialist, Erie County

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

**MINUTES**

The minutes of the May 11, 2015 Compensation Committee meeting were presented, and upon motion made by Mr. Johnston, and seconded by Mr. Poloncarz, approval of the minutes was unanimously carried.

**REVIEW AND APPROVAL OF PROPOSED 2016 SALARY INCREASES**

Mr. Weathers reviewed the proposed 2016 salary increases for individual employees. General discussion ensued regarding the review process and the different percentages of salary increases in regard to some employees in relation to other employees. Upon motion made by Mr. Poloncarz and seconded by Mr. Johnston, the 2016 proposed salary increases were unanimously approved.

**REVIEW AND APPROVAL OF ECIDA 2015 PERFORMANCE INCENTIVE PLAN**

Mr. Schoeppich reviewed the proposed 2015 Performance Review and Performance Incentive recommendations. Mr. Poloncarz queried as to how the \$81,452 budgeted performance compensation pool dollar amount was established. Mr. Schoeppich responded the performance compensation pool budgeted dollar amount was set at 6% of the total salaries

of all employees. Mr. Poloncarz then responded that he believes no single employee then should be able to receive more than a 6% performance incentive bonus.

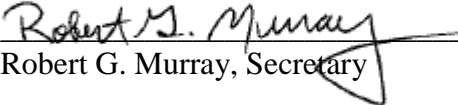
Mr. Weathers then reviewed the analysis undertaken with respect to each employee to support the recommended bonus.

Mr. Johnston expressed satisfaction with the newly implemented management by objective performance review process.

Mr. Poloncarz expressed a desire that the Chair of the Agency review and sign-off on the proposed 2015 Performance Incentive Awards.

There being no further discussion, upon motion made by Mr. Johnston and seconded by Mr. Poloncarz, the 2015 Performance Incentive Awards were unanimously approved.

There being no further business to discuss, the meeting was adjourned at 1:51 p.m.

  
Robert G. Murray, Secretary