

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

**DATE AND PLACE:** May 16, 2017, at the Erie County Industrial Development Agency, 95 Perry Street, Suite 403, Buffalo, New York 14203

**PRESENT:** James F. Doherty, Dottie Gallagher-Cohen, David L. Lowrey, and Hon. Mark C. Poloncarz

**EXCUSED:** Dr. Barry A. Weinstein

**OTHERS PRESENT:** Steve Weathers, Chief Executive Officer; Mollie Profic, Treasurer; and Robert Murray, Secretary

**GUEST:** Diana Southall on behalf of HR Foundations and Andrew Federick, Senior Economic Development Specialist, Erie County

There being a quorum present at 12:05 p.m., the Meeting of the Compensation Committee was called to order by its Chair, Mr. Poloncarz.

**REVIEW AND APPROVAL OF PROPOSED 2017 SALARY INCREASES**

Mr. Poloncarz requested that staff step out of the meeting. Ms. Southall on behalf of HR Foundations, presented a report entitled Compensation Strategy & Practices to Committee members. General discussion ensued regarding procedures to establish benchmarking for job categories and need to review total compensation. Consensus ensued around taking a hybrid approach to benchmark base/total compensation because Committee members felt it appropriate to benchmark off both private and public sectors based on the type of job. Ms. Southall noted that prior analysis undertaken was based on private sector, as opposed to public sector comparison.

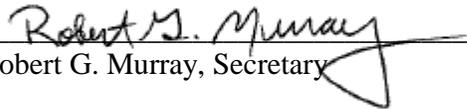
At this point in time, Ms. Gallagher-Cohen moved and Mr. Lowrey seconded, to approve a general 2% salary increase for every employee because a 2% increase is the average salary increase for not-for-profit sector entities as determined by HR Foundations. Mr. Poloncarz called for the vote and the aforementioned motion was unanimously approved.

Mr. Poloncarz stated that he would like to revisit the total salary and compensation package for each employee and expressed his belief that the Compensation Committee should study total compensation (base plus bonus plus benefits) in relation to peer entities. As such, the Compensation Committee determined that it would like a new analysis of total compensation to be undertaken for each position based on both a public sector and private sector comparison, as appropriate.

## MINUTES

The minutes of the March 22, 2017 Compensation Committee meeting were presented, and upon motion made by Ms. Gallagher-Cohen, and seconded by Mr. Doherty, approval of the minutes was unanimously carried.

There being no further business to discuss, the Committee meeting adjourned at 1:21 p.m.

  
Robert G. Murray, Secretary