

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

- DATE AND PLACE:** March 19, 2019, at the Erie County Industrial Development Agency, 95 Perry Street, Suite 403, Buffalo, New York 14203
- PRESENT:** Rev. Mark E. Blue, Richard Lipsitz, Jr. and Hon. Mark C. Poloncarz
- EXCUSED:** James F. Doherty and Dottie Gallagher
- OTHERS PRESENT:** Steve Weathers, Chief Executive Officer; Mollie Profic, Treasurer; and Robert Murray, Secretary
- GUEST:** Andrew Federick, Erie County Senior Economic Development Specialist

There being a quorum present at 2:16 p.m., the Meeting of the Compensation Committee was called to order by its Chair, Mr. Poloncarz.

**MINUTES**

The minutes of the October 31, 2018 Compensation Committee meeting were presented, and upon motion made by Mr. Lipsitz, and seconded by Mr. Blue, and as thereafter voted upon, the minutes were unanimously approved.

**REVIEW OF ECIDA 2018 PERFORMANCE INCENTIVE PLAN AND REVIEW OF PROPOSED 2019 SALARY INCREASES**

Mr. Weathers reviewed the performance evaluation process and related timetable. Mr. Weathers noted that the Agency has a strategic plan for each employee and each staff person is then measured against his/her strategic plan.

Mr. Weathers discussed the 2018 performance review for each employee.

Mr. Lipsitz noted salary increases go into base pay and confirmed performance incentives are a bonus and also confirmed salary increases are retroactive.

Mr. Weathers discussed how the bonus pool is calculated. Mr. Weathers also noted that the committee action is to vote on proposed performance incentives and to vote on 2019 salary increases.

General discussion ensued.

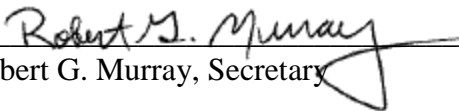
Mr. Poloncarz then asked staff to leave the meeting.

Mr. Poloncarz then reviewed Mr. Weather's performance and general discussion ensued and the committee determined that Mr. Weather's 2018 performance exceed expectations.

Mr. Poloncarz then reviewed the proposed cost of living increases, and after general discussion, the committee determined to establish the cost of living increase at 2.75%.

Mr. Lipsitz then moved, and Mr. Blue seconded, to approve of the 2018 performance incentives as presented including Mr. Weather's "exceeded expectations" review, and to approve of the 2.75% cost of living increase for 2019 salaries. 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 2:43 p.m.

  
Robert G. Murray, Secretary