

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

- DATE:** March 31, 2022
- 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 Gallagher, Richard Lipsitz, Jr., Hon. Mark C. Poloncarz, Sister Denise Roche and Kenneth A. Schoetz
- EXCUSED:** Paul Vukelic
- OTHERS PRESENT:** John Cappellino, Chief Executive Officer; Mollie Profic, Chief Financial Officer/Assistant Secretary; Beth O'Keefe, Vice President of Operations; Brian Krygier, Director of Information Technology; Carrie Hocieniec, Operations Assistant; Robbie Ann McPherson, Director of Marketing & Communications and Robert G. Murray, Esq., Harris Beach PLLC/General Counsel
- GUEST:** None.

There being a quorum present at 12:09 p.m., the Meeting of the Compensation Committee was called to order by its Chair, Mr. Poloncarz.

MINUTES

The minutes of the July 15, 2021 Compensation Committee meeting were presented, and upon motion made by Mr. Lipsitz, and seconded by Sister Denise, and as thereafter voted upon, the minutes were unanimously approved.

REVIEW OF PROPOSED 2022 COLA RECOMMENDATIONS

Mr. Cappellino reviewed proposed the 4% COLA salary adjustments. General discussion ensued.

Ms. Gallagher moved and Mr. Blue seconded to approve of the 2022 COLA recommendations. Mr. Poloncarz called for the vote and the motion was unanimously approved.

REVIEW OF ECIDA 2021 PERFORMAMNCE INCENTIVE PLAN RECOMMENDATIONS


Mr. Cappellino reviewed the 2021 Performance Incentive Plan results and recommendations. Mr. Poloncarz spoke in favor of the proposed performance incentive plan payments, but noted the President/CEO had voluntarily removed himself from bonus consideration. Ms. Gallagher and Mr. Schoetz both spoke in favor of Mr. Cappellino being eligible for bonus consideration. Members expressed support for making a performance incentive payment to Mr. Cappellino's and concluded that it should be considered at a subsequent meeting.

Mr. Blue moved and Mr. Lipsitz seconded to approve of the 2021 Performance Incentive Plan recommendations. Mr. Poloncarz called for the vote and the motion was unanimously approved.

COMPENSATION STUDY

Mr. Cappellino informed committee members that it was timely to perform an updated ECIDA employee compensation study, and noted that the study will be undertaken during the third quarter of 2022. The committee confirmed that the study should include CEO compensation and should also consider total compensation, including benefits, and not just salaries.

There being no further business to discuss, Mr. Poloncarz adjourned the meeting at 12:27 p.m.



Gerald Manhard, Assistant Secretary