



**ERIE COUNTY INDUSTRIAL DEVELOPMENT AGENCY (ECIDA)  
Compensation Committee Meeting**

**April 14, 2026  
at 11:00 a.m.  
ECIDA Offices  
95 Perry Street, 4<sup>th</sup> Floor  
Buffalo, New York 14203**

1. Approval of minutes – April 1, 2025
2. Presentation and Review of Compensation Report
3. Review of proposed 2026 Adjustments
4. Adjournment

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

**DATE AND PLACE:** April 1, 2025, 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

**OTHERS PRESENT:** John Cappellino, President & Chief Executive Officer; Mollie Profic, Chief Financial Officer/Assistant Secretary; Brian Krygier, Director of Information Technology; Carrie Hocieniec, Operations Assistant; and Andrew Pawenski, Esq., Harris Beach PLLC/General Counsel

**GUEST:** Hon. Brian Nowak and Zaque Evans

There being a quorum present at 10:06 a.m., the Meeting of the Compensation Committee was called to order by Chair Poloncarz.

**MINUTES**

The minutes of the March 22, 2024 Compensation Committee meeting were presented, and upon motion made by Mr. Lipsitz, and seconded by Ms. McDuffie, and as thereafter voted upon, the minutes were unanimously approved.

**REVIEW OF PROPOSED 2025 ADJUSTMENTS**

Ms. McDuffie moved and Mr. Schoetz seconded to enter into Executive Session for the purpose of discussing 2025 salary adjustments. The motion was then unanimously approved.

At this point in time, Ms. Hocieniec, Mr. Krygier, Ms. Profic and Mr. Nowak left the meeting.

At 10:07 a.m., the Agency entered into Executive Session.

Upon motion made by Mr. Lipsitz and seconded by Ms. McDuffie, and unanimously approved, the Agency terminated Executive Session at 10:37 a.m.

Mr. Schoetz moved and Ms. McDuffie seconded to approve of the 2025 salary adjustments as herein discussed. 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 10:38 a.m.

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Elizabeth A. O’Keefe, Secretary