

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

- DATE AND PLACE:** March 1, 2017, at the Erie County Industrial Development Agency, 95 Perry Street, Suite 403, Buffalo, New York 14203
- PRESENT:** James F. Doherty, David L. Lowrey, Hon. Mark C. Poloncarz, and Dr. Barry A. Weinstein
- EXCUSED:** Dottie Gallagher-Cohen
- OTHERS PRESENT:** Steve Weathers, Chief Executive Officer; John Cappellino, Executive Vice President; Mollie Profic, Treasurer; and Robert Murray, Secretary
- GUEST:** Andrew Federick, Senior Economic Development Specialist, Erie County

There being a quorum present at 12:25 p.m., the Meeting of the Compensation Committee was called to order by its Chair, Mr. Poloncarz.

**MINUTES**

The minutes of the March 1, 2016 Compensation Committee meeting were presented, and upon motion made by Mr. Doherty, and seconded by Mr. Poloncarz, approval of the minutes was unanimously carried.

**REVIEW AND APPROVAL OF ECIDA 2016 PERFORMANCE INCENTIVE PLAN**

Mr. Weathers reviewed the proposed 2016 Performance Review and Performance Incentive recommendations and described the process behind the performance evaluation, the performance ranking process, the performance review process, the bonus pool establishment process, and the five categories of percentage of amount of bonus. General discussion ensued. Mr. Weinstein recommended that the employees numbered 16 and 17 on the employee chart be moved from the “meets expectations” rating to the “exceeds expectations” rating, based on his interaction with those employees.

Mr. Poloncarz commented that he does not believe that there should be bonuses for this organization because it is a public benefit corporation and because if the employees didn’t do a good job, Mr. Poloncarz stated he would expect that such an employee would no longer be here. Mr. Poloncarz also stated that because the Agency is an arm of Erie County, and because county employees do not get bonuses, Mr. Poloncarz cannot support bonus payments

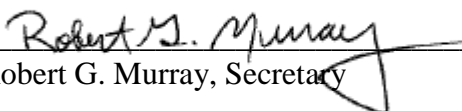
and as such, concluded that he will be voting against the proposed 2016 performance incentive payments.

Mr. Weinstein then moved to accept the proposed 2016 performance incentives provided employees number 16 and number 17 are moved from the category 3 to the category 4 column. Mr. Doherty seconded the motion as proposed. Mr. Poloncarz called for the vote, and the motion was approved by a vote of 3 in favor, with Mr. Poloncarz voting in the negative.

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

Mr. Weathers reviewed the proposed 2017 salary increases for individual employees and discussed the rationale upon which salary increases were based, described the various pay increases for the various employees and the rationale related thereto. At this point in time, Mr. Poloncarz asked that employees of the Agency to excuse themselves from the meeting. Upon the departure of Agency employees, general discussion ensued regarding the proposed salary increases. Mr. Poloncarz determined that he would table the consideration of the 2017 salary increases awaiting input from the Chair of the Agency after which, Mr. Poloncarz stated he would then reconvene a meeting of the Compensation Committee for final consideration.

Mr. Poloncarz then adjourned the meeting at 12:50 p.m.

  
Robert G. Murray, Secretary