

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

**DATE AND PLACE:** March 22, 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:** Brenda W. McDuffie and Andrew Federick, Senior Economic Development Specialist, Erie County

There being a quorum present at 10:45 a.m., the Meeting of the Compensation Committee was called to order by its Chair, Mr. Poloncarz.

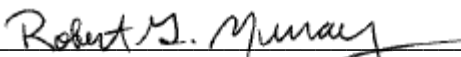
**MINUTES**

The minutes of the March 1, 2017 Compensation Committee meeting were presented, and upon motion made by Mr. Doherty, and seconded by Mr. Lowrey, approval of the minutes was unanimously carried.

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

Mr. Poloncarz requested that staff step out of the meeting and at this point in time, Mr. Weathers and Ms. Profic left the meeting. General discussion ensued regarding the proposed salary increases. Ms. Gallagher-Cohen stated that she would like to compile additional information from the International Economic Development Council (“IEDC”) that provides salary surveys for peer economic development agencies. Committee members expressed a desire to have a more complete picture of compensation, bonus and total compensation for employees. At this point in time, Mr. Poloncarz stated that he would like to obtain such additional information as well and stated that he will table this matter, and then asked that Ms. Gallagher-Cohen obtain the IEDC data on peer economic development entities and stated he will ask staff to create a spreadsheet showing 2016 salary, 2016 bonus, value of all employee benefits, as well as specific analysis of any comparable positions within other industrial development agencies, and also including salary for 2014 and 2015 and showing percent increase in salary from year to year.

There being no further business to discuss, the committee meeting adjourned at 11:01 a.m.

  
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Robert G. Murray, Secretary