

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

- DATE AND PLACE:** April 14, 2023, at the Erie County Industrial Development Agency, 95 Perry Street, Suite 403, Buffalo, New York 14203
- PRESENT:** Rev. Mark E. Blue, Richard Lipsitz, Jr., Brenda W. McDuffie and Kenneth A. Schoetz
- EXCUSED:** Dottie Gallagher and Hon. Mark C. Poloncarz
- OTHERS PRESENT:** John Cappellino, Chief Executive Officer; Mollie Profic, Chief Financial Officer/Assistant Secretary; Brian Krygier, Director of Information Technology and Pietra G. Zaffram, Esq., Harris Beach PLLC/General Counsel
- GUEST:** Zachary Evans, on behalf of Erie County and Steven M. DePerrior on behalf of the Burke Group (via conference call)

There being a quorum present at 12:25 p.m., the Meeting of the Compensation Committee was called to order by Ms. McDuffie who presided over the meeting in the absence of Chair Poloncarz.

**MINUTES**

The minutes of the March 31, 2022 Compensation Committee meeting were presented, and upon motion made by Mr. Lipsitz, and seconded by Mr. Schoetz, and as thereafter voted upon, the minutes were unanimously approved.

**REVIEW OF PROPOSED 2023 ADJUSTMENTS**

Mr. Lipsitz moved and Mr. Schoetz seconded to enter into Executive Session for the purpose of discussion of the proposed 2023 adjustments. The motion was then unanimously approved.

At 12:27 p.m., the Agency entered into Executive Session.

Upon motion made by Mr. Lipsitz and seconded by Mr. Schoetz, and unanimously approved, the Agency terminated Executive Session at 1:15 p.m.

Mr. Lipsitz moved and Mr. Schoetz seconded to approve of the 2023 salary adjustments. Ms. McDuffie called for the vote and the motion was unanimously approved.

There being no further business to discuss, Ms. McDuffie adjourned the meeting at 1:16 p.m.



---

Elizabeth A. O'Keefe, Secretary