

**COMPENSATION, REIMBURSEMENT AND ATTENDANCE
POLICY & CONDITIONAL AND ADDITIONAL COMPENSATION
POLICY
ESSEX COUNTY INDUSTRIAL DEVELOPMENT AGENCY**

Pursuant to and in accordance with Section 856 of the General Municipal Law of the State of New York, the members of the board of Essex County Industrial Development Agency (the “Board”) shall serve without salary at the pleasure of the [Essex County Board of Supervisors], Essex County, New York (the “MUNICIPALITY”) but may be reimbursed for expenses incurred in the performance of Agency duties at the approval of the Board.

The officers, employees and agents of the Agency shall serve at the pleasure of the Agency at such compensation levels as may be approved by the Board from time to time and may be reimbursed for reasonable expenses incurred in the performance of Agency duties at the approval of the Board.

The members of the Board and officers of the Agency shall be available as required to perform the operations of the Agency and as set forth within the By-Laws of the Agency. As may be amended, restated or revised by the Board from time to time. Said members and officers of the Agency shall put forth their best efforts to perform their respective duties as outlined in the By-Laws of the Agency and any other directives of the Board relating to same.

The Essex County Industrial Development Agency does not allow or offer any additional or conditional compensation to its Board or its employees in the form of incentive payments, bonuses or commissions.

Adopted by Essex County IDA Board of Directors March 17, 2011
Re-Adopted by Essex County IDA Board of Directors March 28, 2012
Re-Adopted by Essex County IDA Board of Directors March 26, 2013
Re-Adopted by Essex County IDA Board of Directors March 26, 2014
Re-Adopted by Essex County IDA Board of Directors March 25, 2015
Re-Adopted by Essex County IDA Board of Directors March 23, 2016
Re-Adopted by Essex County IDA Board of Directors March 23, 2017
Re-Adopted by Essex County IDA Board of Directors March 21, 2018
Re-Adopted by Essex County IDA Board of Directors March 26, 2019
Re-Adopted by Essex County IDA Board of Directors March 25, 2020
Re-Adopted by Essex County IDA Board of Directors March 25, 2021
Re-Adopted by Essex County IDA Board of Directors March 24, 2022
Re-Adopted by Essex County IDA Board of Directors March 29, 2023
Re-Adopted by Essex County IDA Board of Directors March 26, 2024