

RESOLUTION 24-2026

**TOWN OF BROOKHAVEN
INDUSTRIAL DEVELOPMENT AGENCY
ADOPTING AN INCENTIVE/COMPENSATION POLICY**

WHEREAS, pursuant to the Public Authorities Accountability Act of 2005 the Town of Brookhaven Industrial Development Agency (the “Agency”) wishes to adopt a policy regarding incentive and conditional compensation; and

WHEREAS, it is the policy of the Agency to consider granting incentive or conditional compensation.

NOW, THEREFORE, BE IT RESOLVED, that the Agency may pay incentive and/or conditional compensation to any of its employees provided they are employed by the Agency on January 1, 2026 through December 31, 2026;

BE IT FURTHER RESOLVED, that the maximum 2026 incentive compensation pool will be ninety thousand dollars (\$90,000). If the full pool is not paid in the year, the money does not carry to the next year’s pool;

BE IT FURTHER RESOLVED, that the collective goals for 2026 incentive compensation pool are as follows:

- Close on projects that certify that in the aggregate they will create/retain 1,700 permanent/construction jobs (weighted 25%).
- Close on projects that certify that they will make investment in the Town of Brookhaven of \$750,000,000 (weighted 25%).
- Close 14 projects in the 2026 calendar year (weighted 25%).
- Have 15 accepted projects in progress for the 2026 year (weighted 10%).

- Continue to grow the Workforce Development program partnerships (weighted 5%).
- Continuation and expansion of a Relationship Development program to reach out to existing companies in the Town to ensure they are aware of our services and to stay in contact with the IDA projects and their representatives including, but not limited to, realtors, attorneys, etc. (weighted 5%).
- Individual performance (5%).

BE IT FURTHER RESOLVED, that each employee may earn a portion of the incentive compensation pool as deemed appropriate by the Agency Board of Directors;

BE IT FURTHER RESOLVED, that the Agency Board of Directors has flexibility to award the incentive compensation as they deem appropriate.

DATED: March 25, 2026

MOTION MADE BY: Mitch Pally

SECONDED BY: Ann-Marie Scheidt

Unanimously approved