

**RESOLUTION 24-2025**

**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, 2025 through December 31, 2025;

**BE IT FURTHER RESOLVED**, that the maximum 2025 incentive compensation pool will be \$77,000 thousand dollars (\$77,000). 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 2025 incentive compensation pool are as follows:

- Close on projects that certify that in the aggregate they will create/retain 600 permanent/construction jobs (weighted 25%).
- Close on projects that certify that they will make investment in the Town of Brookhaven of \$600,000,000 (weighted 25%).
- Close 12 projects in the 2025 calendar year (weighted 25%).
  - One of the 12 projects should be an adaptive reuse project, a Brownfield cleanup or a revitalization project.

- Five of the 12 projects should be electrical power generating facilities, electrical storage facilities, co-generation facilities, energy transmission lines or facilities, including electrical transmission lines, poles and underground conduits, undersea electrical cables, convertor stations, electrical interconnect facilities, equipment and substations, natural gas pipelines and pumping stations, Renewable Energy Systems, and other energy projects should be housing projects.
- Five of the 12 should be housing.
- Two of the 12 should be industrial/commercial projects.
- Have 18 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: February 5, 2025

MOTION MADE BY: Mitch Pally

SECONDED BY: Martin Callahan

Unanimously approved