

RESOLUTION 27-2019

**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 (IDA) wishes to adopt a policy regarding incentive and conditional compensation; and

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

NOW, THEREFORE, BE IT RESOLVED, that the IDA may pay incentive and/or conditional compensation to any of its employees provided they are employed by the IDA on January 1st 2019 through the date of the award;

BE IT FURTHER RESOLVED, that the maximum 2019 incentive compensation pool will be seventy-five thousand dollars (\$75,000). 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 2019 incentive compensation pool are as follows:

- Close on projects that certify that in the aggregate they will create/retain 2,000 permanent/construction jobs (weighted 35%);
- Close on projects that certify that they will make investment in the Town of Brookhaven of \$500,000,000 (weighted 35%);
- Close 14 projects in 2019 calendar year (weighted 10%);

- Continue to grow the Workforce Development program partnerships (weighted 5%);
- Have 15 accepted projects in progress for the next year (weighted 5%);
- Of the 14 closed projects, 3 must be adaptive reuse projects, Brownfield cleanups or revitalization projects (weighted 5%);
- Creation of an Ombudsman program to reach out to existing companies in the Town to ensure they are aware of our services (weighted 5%).

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

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

Dated: January 9, 2019

MOTION MADE BY: Mr. Pollakusky

SECONDED BY: Mr. Callahan

Unanimously approved