TOWN OF HAMBURG INDUSTRIAL DEVELOPMENT AGENCY
EMPLOYEE COMPENSATION PROGRAM

Adopted: March 28, 2008, re-adopted as written April 7, 2020, re-adopted as written June 16, 2021, re-adopted as written April 20, 2022, re-adopted as written May 17, 2023, re-adopted as written May 8, 2024, re-adopted as written April 9, 2025, re-adoped as written April 8, 2026

Introduction

The Town of Hamburg Industrial Development Agency hereby adopts a written protocol for determining employee compensation. The compensation program includes employee base compensation, COLA, bonus, and related fringe benefit costs (collectively, the "Employee Compensation Program").

Employee Compensation Program Procedures

A preliminary budget for employee compensation, including base compensation and any recommended salary adjustments, together with fringe benefits and COLA shall be proposed annually by the Executive Committee. Base compensation and salary adjustments shall be proposed after taking into consideration the existing compensation ranges and fringe benefit programs and appropriate economic, geographic, and competitive salary ranges and fringe benefits for comparable positions in the region and with respect to New York State IDA's in particular. The Executive Committee will also consider the experience of the individual, the Town of Hamburg Industrial Development Agency's budget constraints, and other appropriate discretionary factors in establishing the individual base compensation will be considered.

The Executive Committee will then submit the proposed preliminary budget for employee and executive compensation to the Board for its review and approval. The Agency Board shall then approve the budget for employee compensation with any modifications that they deem necessary.