

COMPENSATION, REIMBURSEMENT AND ATTENDANCE POLICY

**COUNTIES OF WARREN AND WASHINGTON INDUSTRIAL DEVELOPMENT
AGENCY**

**ARTICLE I. COMPENSATION OF AND REIMBURSEMENT TO
OFFICERS AND MEMBERS, INCLUDING CHIEF
EXECUTIVE OFFICER AND SENIOR MANAGEMENT.**

Pursuant to the Bylaws, as may be amended from time to time, of the Counties of Warren and Washington Industrial Development Agency (the "Agency") the officers, shall receive no compensation from the Agency for their services as an officer, but shall be reimbursed, upon the approval of the majority of the Agency, for necessary and reasonable expenses incurred in the performance of their duties. Said expenses shall also include travel expenses which shall be reimbursed in accordance with the Travel Policy of the Agency, as may be amended from time to time.

**ARTICLE II. COMPENSATION OF AND REIMBURSEMENT TO
EMPLOYEES.**

The Chief Executive Officer, the Chief Financial Officer, employees and agents of the Agency shall serve at the pleasure of the Agency at compensation levels determined and approved by the Agency, which may be reviewed by the Agency at its discretion from time to time.

Upon approval of a majority of the members of the Agency, the employees and agents of the Agency shall be reimbursed, for necessary and reasonable expenses incurred in the performance of their duties. Said expenses shall also include travel expenses which shall be reimbursed in accordance with the Travel Policy of the Agency, as may be amended from time to time.

ARTICLE III. ATTENDANCE.

1. The officers and members of the Agency shall be available as required to perform the operations and duties of the Agency as set forth in the Public Authorities Law, the General Municipal Law, the Certificate of Establishment and the Bylaws of the Agency, as may be amended from time to time.

2. Any employee who excessively exhibits un-excused absenteeism from work and who continuously fails to carry out the responsibilities and duties of said employment may result in termination of employment from the Agency upon the majority vote of the members.

3. All members are expected to attend, in any given year, a minimum of eight (8) monthly meetings of the Agency. Any member who is absent from four (4) consecutive monthly meetings may be asked to resign. Refusal to resign may result in the Agency requesting the termination of said member's membership by the Board of Supervisors of both Warren and Washington Counties.

Pursuant to Section 2824 of the Public Authorities Law, this Policy was duly adopted by the Counties of Warren and Washington Industrial Development Agency on September 25, 2006. Reviewed and ratified February 14, 2011 as modified by Resolution #12-05; May 21, 2012.