

**RESOLUTION REGARDING 2019 EMPLOYEE
COMPENSATION ADJUSTMENTS**

WHEREAS, the Rensselaer County Industrial Development Agency (the “Agency”) has heretofore established compensation levels for the various employees of the Agency; and

WHEREAS, the Agency’s Executive Director has reviewed the duties and performance of the various employees of the Agency and has considered other factors relating to the proper level of compensation for said employees, including the employees’ diligence in the performance of their duties; their dedication to the Agency’s mission; their willingness to go above and beyond the minimum required of them in carrying out their duties; and their very satisfactory level of competence, and having considered as well the current job market conditions, the current competition for good employees, the effect of inflation on the cost of living; and; the availability of Agency funds for the purpose, and in consequence thereof the Executive Director has recommended that the Agency consider adjusting 2019 salaries by an additional three per cent for all employees of the Agency, except for Agency Counsel and Special Counsel.

WHEREAS, the members of the Agency, acting as the Personnel Committee, have considered the recommendation of the Executive Director and have independently considered the matter, according to the criteria considered by the Executive Director, and the Committee having concurred in his recommendation, now therefore be it

RESOLVED, that the Members of the Agency, having heard the recommendations of the Executive Director and the Personnel Committee and having given the matter independent consideration, do hereby concur in those recommendations and do hereby approve the recommended increases for the employees indicated.

Resolution ADOPTED by the following vote:

Ayes: 5

Nays: 0

Abstain: 0

December 13, 2018

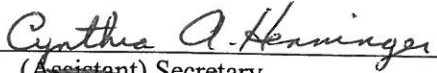
STATE OF NEW YORK)
) SS.:
COUNTY OF RENSSELAER)

I, the undersigned (Assistant) Secretary of Rensselaer County Industrial Development Agency (the "Agency"), DO HEREBY CERTIFY that I have compared the foregoing annexed extract of the minutes of the meeting of the members of the Agency, including the Resolution contained therein, held on December 13, 2018 with the original thereof on file in my office, and that the same is a true and correct copy of said original and of such Resolution contained therein and of the whole of said original so far as the same relates to the subject matters therein referred to.

I FURTHER CERTIFY that (A) all members of the Agency had due notice of said meeting; (B) said meeting was in all respects duly held; (C) pursuant to Article 7 of the Public Officers Law (the "Open Meetings Law"), said meeting was open to the general public, and due notice of the time and place of said meeting was duly given in accordance with such Open Meetings Law; and (D) there was a quorum of the members of the Agency present throughout said meeting.

I FURTHER CERTIFY that, as of the date hereof, the attached Resolution is in full force and effect and has not been amended, repealed or rescinded.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Agency this 13th day of December, 2018.



(Assistant) Secretary

(SEAL)