

RESOLUTION REGARDING 2022 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 Executive Director has reviewed the duties and performance of the various employees and has considered other factors relating to the proper level of compensation for employees of the Agency, including the employee’s 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 satisfactory level of competence, and has considered as well the current job market conditions, the current competition for good employees, and the effect of the current rising inflation on the cost of living; and has considered the available resources of the Agency, and in consequence thereof the Executive Director has recommended that the Agency consider salary adjustments for the year 2022 for employees of the Agency; and

WHEREAS, the Agency Members have reviewed the recommendations of the Executive Director, and have made an independent review of the duties and performance of the various employees, and have considered factors relating to the proper level of compensation for employees of the Agency, including those factors considered by the Agency Executive Director in arriving at his recommendation, now therefore, be it

RESOLVED, that the Agency does hereby authorize salary adjustments for Agency employees as set forth in the attached document, effective the first pay period of 2022.

Resolution ADOPTED by the following vote:

Ayes: 6

Nays: 0

Abstain: 0

November 18, 2021

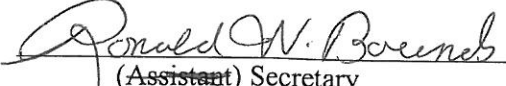
STATE OF NEW YORK)
) SS.:
COUNTY OF RENSSELAER)

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 November 18, 2021 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 18th day of November, 2021.


(Assistant) Secretary

(SEAL)