

NASSAU COUNTY LOCAL ECONOMIC ASSISTANCE CORPORATION
EMPLOYEE COMPENSATION POLICY

Introduction

The Nassau County Local Economic Assistance Corporation (the “Corporation”) hereby adopts this employee compensation policy (this “Policy”). This Policy shall apply to all employees of the Corporation, if any. The Corporation’s compensation program governed by this Policy includes employee base compensation, cost of living adjustment (“COLA”), bonus and related fringe benefit costs (collectively, the “Employee Compensation Program”).

In accordance with the Corporation’s by-laws, the directors of the Corporation shall serve without salary at the pleasure of the governing body of the County; provided, however, that such directors shall be reimbursed for reasonable expenses incurred in the performance of their duties on behalf of the Corporation.

Nothing herein shall be construed to permit the extension of credit to directors, officers or employees of the Corporation and the extension of any such credit is prohibited.

Employee Compensation Program Procedures

A proposed preliminary budget for the Employee Compensation Program for the next succeeding fiscal year, including any salary adjustments recommended by the Audit Committee, shall be prepared annually by November of each year. The Employee Compensation Program, including any recommended salary adjustments, shall take into consideration the existing compensation ranges and fringe benefits programs and appropriate economic, geographic, and competitive salary ranges and fringe benefits for comparable positions in the region and with respect to other New York State local development corporations in particular. The Audit Committee will also consider the education and experience of the employee, the Corporation’s budget, and other appropriate discretionary factors in establishing an employee’s compensation.

The Audit Committee should submit the proposed preliminary budget for the Employee Compensation Program for the next succeeding fiscal year to the directors of the Corporation for their review and approval no later than November 15 of each year. The directors of the Corporation should review the proposed preliminary budget and approve a final budget for the Employee Compensation Program, which may include such modifications of the proposed preliminary budget as they deem necessary, at the final meeting of the fiscal year.

The Governance Committee should annually review and make recommendations to the directors of the Corporation at the final meeting of the fiscal year with respect to the compensation and benefits, if any, of the Chief Executive Officer, Chief Financial Officer and other senior Corporation employees for the next succeeding fiscal year, subject to the Corporation's preliminary budget as submitted by the Audit Committee.

All fringe benefits afforded to employees shall be in accordance with policies and procedures adopted by the board of directors of the Corporation from time to time.

Unless an alternative term of employment is authorized by resolution of the directors of the Corporation, all officers and employees shall hired on an "employment at will" basis.

Notwithstanding any provision of this Policy to the contrary, the compensation and/or benefits of any officer or employee of the Corporation may be modified during the fiscal year upon adoption of a resolution of the directors of the Corporation approving such modification.

Adopted by the directors of the Corporation this 4th day of May, 2017. This Policy amends and restates in its entirety the Employee Compensation Policy adopted by the board of directors of the Corporation on April 7, 2015.