

**CAYUGA COUNTY INDUSTRIAL DEVELOPMENT AGENCY**  
**COMPENSATION, REIMBURSEMENT AND ATTENDANCE POLICY**

Pursuant to and in accordance with Sections 856 of Title 1 of Article 18-A of the General Municipal Law of the State of New York, the members of the board of the Cayuga County Industrial Development Agency (the “Board”) shall serve without salary at the pleasure of the Legislature of the County of Cayuga, New York (the “County”), but may be reimbursed for reasonable expenses incurred in the performance of Agency duties at the approval of the Board.

The officers, employees and agents of the Agency shall serve at the pleasure of the Agency at such compensation levels as may be approved by the Board from time to time and may be reimbursed for reasonable expenses incurred in the performance of Agency duties at the approval of the Board.

Members of the Board, as well as any officers, employees and agents of the Agency, shall seek approval for reimbursement from the board prior to expending any funds (“pre-approval”). In the case of an emergency or short notice expenditure, the Board member, officer, employee, or agent shall discuss the need for the expenditure with the Chair prior to making the expenditure to ensure that it may be considered a reasonable expense, as well as seek approval for reimbursement at the first regular meeting following the expenditure. It shall be understood that the Agency will have no obligation to reimburse expenses that did not receive pre-approval.

The members of the Board and officers of the Agency shall be available as required to perform the operations of the Agency and as set forth within the By-Laws of the Agency, as may be amended, restated or revised by the Board from time to time. Said members and officers of the Agency shall put forth their best efforts to perform their respective duties as outlined in the By-Laws of the Agency and any other directives of the Board relating to same.

Approved and adopted this 17<sup>th</sup> day of October 2006.  
Restated October 18, 2011; December 16, 2014; December 15, 2015.