

**RGRTA COMPENSATION COMMITTEE
MINUTES**

January 25, 2016

1372 East Main Street, Rochester, New York

Attendees: Commissioner and Chairman Jim Redmond, Commissioner Tom Argust, Commissioner Paul Battaglia, Commissioner Robert Fischer, Commissioner Henry Smith, Jr., Vice President of People Amy Gould.

The meeting was called to order by Chairman Redmond at 3:05 p.m.

The Committee reviewed the 2016 Work Plan and approved the following action items:

- The process, format and schedule for the CEO evaluation.
- The Vice President of PEOPLE will distribute the evaluation forms per the Committee's instructions.
- The Committee reviewed and endorsed the Authority's Compensation Philosophy with minor edits to the RGRTA CEO Performance Review and Compensation Policy and Process document to reflect the changes in leadership at RGRTA from Chief People Officer language to Vice President of PEOPLE language. Commissioner Argust moved the motion to edit policy and Commissioner Battaglia seconded the motion.
- The Committee discussed Incentive Plan considerations for 2016-17 in advance of reviewing proposed Plan Guidelines at its next meeting.

Next Compensation Committee meeting has been scheduled for February 11, 2016 at 8:30 a.m.

On motion of Chairman Redmond, the meeting was adjourned at 4:20 p.m.

Respectfully submitted by:



Amy Gould
Vice President of People