

**RGRTA COMPENSATION COMMITTEE
MINUTES
February 11, 2016
1372 East Main Street, Rochester, New York**

Attendees: Commissioner and Chairman Jim Redmond, Commissioner Tom Argust, Commissioner Paul Battaglia (via telephone), Commissioner Henry Smith, Jr., Vice President of People Amy Gould.

The meeting was called to order by Chairman Redmond at 8:35 a.m.

The Committee reviewed the 2016 Work Plan and discussed the following items:

- Executive Team Compensation;
- Salary market data comparisons with Burke Group data and Upstate Peer data;
- Tentative CEO package, pending evaluation process;
- The Committee reviewed the edited 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 Smith moved the motion to approve the revised policy and Commissioner Argust seconded the motion.
- The Committee discussed Incentive Plan considerations for 2016-17 in advance of reviewing proposed Plan Guidelines at the next meeting.

Next Compensation Committee meeting has been scheduled for March 10th, 2016 at 8:30 a.m.

On motion of Chairman Redmond, the meeting was adjourned at 9:41 a.m.

Respectfully submitted by:



Amy Gould
Vice President of People