



RESOLUTION No. 20241120-1
TO APPROVE 2025 EMPLOYEE SEP CONTRIBUTIONS

Introduced by: Kathy Muncil Seconded by: Sue Corney

WHEREAS, EDC Warren County has established a SEP Program for its regular full-time employees.

WHEREAS, EDC's Warren County Audit & Finance Committee has reviewed and made a recommendation to continue the established SEP Program for its regular full-time employees.

WHEREAS employer contribution will be calculated and administered at 9% of full wages, paid directly to Capital Group respectively to each employee's SEP account on a monthly basis.

WHEREAS payment of 9% will be made to SEP accounts under the Corporation's Plan Number 590001528 for Jim Siplon, John Wheatley, and Diane Dumouchel.

WHEREAS the EDC 2025 budget includes adequate coverage for this benefit.

NOW THEREFORE BE IT RESOLVED that the EDC Board has unanimously approved the adoption of the 2025 Employer SEP Contributions.

All Members of the Board of Directors voting as indicated below:

Table with 4 columns: Name, Vote, Name, Vote. Rows include Dr. Kristine Duffy, Kathy Muncil, Laura Ladu, Sue Corney, Jim Marco, Ashley Walden, Michael McLarty, Mike Wild, Judy Calogero, John Strough, and Melanie Weber.

I, Laura Ladu, Secretary of the Economic Development Corporation, (EDC) hereby certify that this resolution to approve 2024 employer SEP contributions was duly adopted by the Board of Directors of said corporation, at a meeting of said Board duly called and held on the 20th day of November 2024, at which a quorum of said Board was present, and that the same is true and correct in the transcript of said resolution, entered in the regular book of minutes of proceedings of EDC.

In witness where, I have hereunto set my hand on the 18 day of December 2024.



Laura Ladu, Secretary
Economic Development Corporation (EDC)



RESOLUTION No. 20241120-2

Approval of the 2025 Employee Health/Dental/Vision/Life Insurance Contributions

Introduced by: Sue Corney **Seconded by:** Jim Marco

WHEREAS a motion was made to approve 2025 Employee Health/Dental/Vision/Life Insurance contributions as recommended by EDC's Audit & Finance Committee.

WHEREAS employer health contribution is 75% for 2025.

WHEREAS employee health contribution is 25% for 2025.

WHEREAS employer dental and vision contribution is 75% for 2025.

WHEREAS employee dental and vision contribution is 25% for 2025.

WHEREAS employer life insurance contribution is 100% for 2025.


NOW THEREFORE BE IT RESOLVED that the EDC Board has unanimously approved the adoption of the Health/Dental/Vision and Life Contributions for January 1, 2025 through December 31, 2025.

All Members of the Board of Directors voting as indicated below:

Dr. Kristine Duffy	Yes/ No / Absent	Michael McLarty	Yes / No / Absent
Kathy Muncil	Yes/ No / Absent	Mike Wild	Yes/ No / Absent
Laura Ladu	Yes / No / Absent	Judy Calogero	Yes/ No / Absent
Sue Corney	Yes/ No / Absent	John Strough	Yes / No / Absent
Jim Marco	Yes/ No / Absent	Melanie Weber	Yes/ No / Absent
Ashley Walden	Yes / No / Absent		

I, Laura Ladu, Secretary of the Economic Development Corporation (EDC) authorized under the laws of the State of New York, do hereby certify that at a meeting of the Board of Directors of the Economic Development Corporation, duly called, held at the premises of 11 South Street – Suite 201, Glens Falls NY on the 20th day of November 2024, at which a quorum was present, a resolution to approve 2025 Employee Health/Dental/Vision and Life Insurance Contributions for all eligible employees was unanimously adopted and that the same is true and correct in the transcript of said resolution, entered in the regular book of minutes of proceedings of EDC.

In witness where, I have hereunto set my hand on the 18 day of December 2024.

A handwritten signature in cursive script, appearing to read 'L. Ladu', written in black ink.

Laura Ladu, Secretary
Economic Development Corporation (EDC)



RESOLUTION No. 20241120-3

Approval of the 2025 EDC Employee Salary/Wage Increase

Introduced by: Sue Corney Seconded by: Melanie Weber

WHEREAS a motion was made to approve EDC 2025 Employee Salary/Wage Increase as recommended by the Audit & Finance Committee and the Governance Committee.

WHEREAS, the EDC Warren County has adopted their 2025 annual budget.

WHEREAS personnel costs for the year 2025 were incorporated within the adopted budget and the board hereby approves the 2025 Calendar Year to increase salaries/wages in the amount(s)/percentages listed below for the following employees:

Percentage increase of 3% for:
President, Jim Siplon
Vice President, John Wheatley
Director of Finance, Diane Dumouchel

Flat Rate Wage Increase in the amount of
\$1.00 per hour for:
Economic Development Coordinator, Patricia Hartle

NOW THEREFORE, BE IT RESOLVED, that the EDC Board has unanimously approved the adoption of the 2025 EDC Employee Salaries/Wages for Jim Siplon, John Wheatley, Diane Dumouchel, Patricia Hartle.

All Members of the Board of Directors voting as indicated below:

Dr. Kristine Duffy	Yes/ No / Absent	Michael McLarty	Yes/ No / Absent
Kathy Muncil	Yes/ No / Absent	Mike Wild	Yes/ No / Absent
Laura Ladu	Yes/ No / Absent	Judy Calogero	Yes/ No / Absent
Sue Corney	Yes/ No / Absent	John Strough	Yes/ No / Absent
Jim Marco	Yes/ No / Absent	Melanie Weber	Yes/ No / Absent

Ashley Walden

Yes/No/Absent

I, Laura Ladu, Secretary of the Economic Development Corporation (EDC) authorized under the laws of the State of New York, do hereby certify that at a meeting of the Board of Directors of the Economic Development Corporation, duly called, held at the premises of 11 South Street – Suite 201, Glens Falls NY on the 20th Day of November, at which a quorum was present, a resolution to approve EDC 2025 Employee Salary/Wage Increases as indicated within this Resolution #20241120-3 as entered into official minutes.

In witness where, I have hereunto set my hand on the ___ day of December 2024.

A handwritten signature in cursive script, appearing to read "L. Ladu", is written over a horizontal line.

Laura Ladu, Secretary
Economic Development Corporation (EDC)



RESOLUTION No. 20241120-4
Approval of the 2025 EDC Holiday Schedule

Introduced by: Sue Corney Seconded by: Melanie Weber

WHEREAS a motion is made to approve the 2025 EDC Holiday Schedule.

WHEREAS the EDC office will be closed in observance of Holidays attached hereunto.

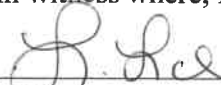
NOW THEREFORE BE IT RESOLVED that the EDC Board has approved the adoption of the EDC 2025 Holiday Schedule.

All Members of the Board of Directors voting as indicated below:

Dr. Kristine Duffy	Yes/No/ Absent	Michael McLarty	Yes /No/ Absent
Kathy Muncil	Yes/No/ Absent	Mike Wild	Yes/No/ Absent
Laura Ladu	Yes /No/ Absent	Judy Calogero	Yes/No/ Absent
Sue Corney	Yes/No/ Absent	John Strough	Yes /No/ Absent
Jim Marco	Yes/No/ Absent	Melanie Weber	Yes/No/ Absent
Ashley Walden	Yes /No/ Absent		

I, Laura Ladu, Secretary of the Economic Development Corporation (EDC) authorized under the laws of the State of New York, do hereby certify that at a meeting of the Board of Directors of the Economic Development Corporation, duly called at the EDC offices located at 11 South Street, Suite 201, Glens Falls, NY on the 20th day of November 2024, at which a quorum was present, and that the same is true and correct in the transcript of said resolution, entered in the regular book of minutes of proceedings of EDC, a resolution to approve and adopt the 2025 EDC Holiday Schedule.

In witness where, I have hereunto set my hand on the ____ day of December 2024.



Laura Ladu, Secretary
Economic Development Corporation (EDC)

2025 EDC Holiday Observance

Date	Holiday
Wednesday, January 01	New Year's Day
Monday, January 20	Birthday of Martin Luther King, Jr.
Monday, February 17	President's Day
Monday, May 26	Memorial Day
Thursday, June 19	Juneteenth National Independence Day
Friday, July 04	Independence Day
Monday, September 01	Labor Day
Monday, October 13	Columbus Day / Indigenous Peoples' Day
Tuesday, November 11	Veterans Day
Thursday, November 27-28	Thanksgiving Holiday
Wednesday & Thursday December 24-25	Christmas Holiday



RESOLUTION No. 20241120-5
TO APPROVE ESTABLISHMENT OF AN EDC EXECUTIVE COMMITTEE

Introduced by: Jim Marco **Seconded by:** Melanie Weber

WHEREAS, a motion is made to approve the establishment of an EDC Executive Committee to provide oversight and make recommendations regarding compliance, all personnel matters or operational matters and strategic initiatives and develop and review long-term strategies before presenting them to the full board;

WHEREAS the composition of such committee will consist of the Board Chair, the Vice Chair and an additional Board member nominated annually by the Board;

WHEREAS the Executive Committee will meet quarterly or more frequently if warranted. All meetings shall be recorded and distributed to the full board at subsequent meetings;

WHEREAS the Executive Committee will evaluate the committee's effectiveness annually and adjust its composition or responsibility as necessary;

WHEREAS, EDC's Governance Committee has reviewed and made a recommendation to establish an EDC Executive Committee.

WHEREAS members have established the creation of an EDC Executive Committee to be comprised of members as indicated above.

NOW THEREFORE BE IT RESOLVED that the EDC Board has unanimously approved the establishment of an EDC Executive Committee.

All Members of the Board of Directors voting as indicated below:

Dr. Kristine Duffy	Yes/ No / Absent	Michael McLarty	Yes/ No / Absent
Kathy Muncil	Yes/ No / Absent	Mike Wild	Yes/ No / Absent
Laura Ladu	Yes/ No / Absent	Judy Calogero	Yes/ No / Absent
Sue Corney	Yes/ No / Absent	John Strough	Yes/ No / Absent
Jim Marco	Yes/ No / Absent	Melanie Weber	Yes/ No / Absent
Ashley Walden	Yes/ No / Absent		

I, Laura Ladu, Secretary of the Economic Development Corporation, (EDC) hereby certify that this resolution to establish an EDC Executive Committee was duly adopted by the Board of

Directors of said corporation, at a meeting of said Board duly called and held on the 20th day of November 2024, at which a quorum of said Board was present and that the same is true and correct in the transcript of said resolution, entered in the regular book of minutes of proceedings of EDC.

In witness where, I have hereunto set my hand on the 18 day of December 2024.

A handwritten signature in cursive script, appearing to read 'L. Ladu', written over a horizontal line.

Laura Ladu, Secretary
Economic Development Corporation (EDC)



**EDC WARREN COUNTY RESOLUTION No. 20241120-06
To Appoint Paul Wersten as a Director of the EDC Board**

Introduced by: Kathy Muncil Seconded by: Jim Marco

WHEREAS, EDC’s Governance Committee made a recommendation to appoint Paul Wersten, Glens Falls National Bank, Arrow Financial, as Director and Member of EDC Board seat number 12, newly established pursuant to Resolution No. 20240515-3 to amend the by-laws, adding two additional members to the Board; and

WHEREAS, a motion was made to appoint Paul Wersten as Director and Member of seat number 12, for a term of four years, expiring November 19, 2028.

NOW THEREFORE, BE IT RESOLVED, that the EDC Board has unanimously approved the appointment of Paul Wersten as Director and Member to seat number 12 until November 19, 2028.

All members voting of the Board of Directors as indicated below:

Dr. Kristine Duffy	Yes/ No / Absent	Michael McLarty	Yes / No / Absent
Kathy Muncil	Yes/ No / Absent	Mike Wild	Yes/ No / Absent
Laura Ladu	Yes / No / Absent	Judy Calogero	Yes/ No / Absent
Sue Corney	Yes/ No / Absent	John Strough	Yes / No / Absent
Jim Marco	Yes/ No / Absent	Melanie Weber	Yes/ No / Absent
Ashley Walden	Yes / No / Absent		

I, Laura Ladu, Secretary of the Economic Development Corporation (EDC) authorized under the laws of the State of New York, do hereby certify that at November 20, 2024 Board of Directors Meeting of the Economic Development Corporation, duly called, held at the premises of 11 South Street Suite 201, in Glens Falls, NY on the 20th day of November 2024, at which a quorum was present, and that the same is true and correct in the transcript of said resolution, entered in the regular book of minutes of proceedings of EDC, approved a resolution to appoint Paul Wersten as Director and Member to seat number 12 for a four-year term expiring November 29, 2028, unanimously adopted.

In witness where, I have hereunto set my hand on the 12 Day of December 2024.

A handwritten signature in black ink, appearing to read 'L. Ladu', written over a horizontal line.

Laura Ladu Secretary
Economic Development Corporation (EDC)