

**CITY OF GENEVA INDUSTRIAL DEVELOPMENT AGENCY**  
**Compensation and Attendance Policy**

*Board Member Attendance*

The members of the Board of the Geneva Industrial Development Agency (“Agency”) shall be available as required to perform the operations of the Agency as set forth in the Agency’s By-Laws. It is in the best interest of the Agency and its stakeholders that board members attend all meetings. If a board member misses more than six regularly scheduled meetings in one calendar year or three consecutive meetings, the Chair shall discuss with the board member whether the member shall continue on the board, and then report back to the board. None of the foregoing limits the City of Geneva City Council’s ability to appoint or remove a member of the board.

*Board Member Compensation*

The members of the Board of the Agency shall serve without salary at the pleasure of the City of Geneva City Council, but may be reimbursed for reasonable expenses incurred in the performance of Agency duties at the approval of the Board.

*Officers, Employees and Agents*

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 subject to Board approval. Officers, employees and agents of the Agency shall be available as required to perform the operations of the Agency as set forth in the Agency’s By-Laws and 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.

Approved and adopted this 3<sup>rd</sup> day of June 2022.