

ALLEGANY COUNTY LOCAL DEVELOPMENT CORP.

Crossroads Center

Belmont, NY

September 10, 2026

After ACIDA Meeting/Approx. 11:00a.m.

https://www.youtube.com/channel/UCXJ1KZ_F90Z77-JQxeHzDXQ?

AGENDA

- Call to Order
- Approval of Previous Minutes
 - August 13, 2026
- Finance Committee Report
 - Approval of Financials as recommended by Finance Committee
- Executive Session - as necessary
- Action Items
 - Brownfields Revolving Loan Fund (RLF) Grant
 - Diversity Policy
 - Anti-Nepotism Policy
 - Cuba property survey
- Old Business
 - No Existing loan applications
- New Business
- Good of the Order
- Adjournment

**Allegany County Local Development Corporation
MEETING**

August 13, 2026

Crossroads Conference Center, Belmont, New York 14813

OPENING REMARKS

- Steven Mauro, Chairperson called the board meeting to order at 11:40am.
- Present: Joseph Hart, Vice Chairperson; Douglas Frank Treasurer; Terri Ross, Secretary; John Ricci, member; Thomas McElheny, member; William Meunier, member
- Absent:
- By Telephone:
- By Teams: Steven Mauro, Chairperson:
- Others present: Dr. Craig Clark, Executive Director; Melissa Pingitore, Assistant Director; Barb Benjamin, Operations Director; Edmund Russell III, Esq. Hodgson Russ LLP

BOARD MINUTES

- Approval of the July 9, 2026 minutes - A motion was made by Joseph Hart and seconded by John Ricci to approve the minutes. No Discussion. Approved/passed 7-0

TREASURERS REPORT

- Finance Committee Report – Douglas reviewed the financial reports. A motion was made by Douglas Frank and seconded by Terri Ross to approve the financial reports and pay the bills totaling \$1.30 as recommended by the finance Committee. Discussion on the bills, it was related to the purchase of the property at auction. Approved/passed 7-0

EXECUTIVE SESSION – DISCUSSION OF CONTRACTUAL/FINANCIAL/LEGAL ISSUE

- None

ACTION ITEMS

- Resolution Approving Purchase of Maple Lane, Cuba Property – Craig attended the foreclosure proceedings at the county building and we were the successful bidder for buying the land in Cuba. Now we need to approve finalizing the purchase of the property located at 5239 Maple Lane in Cuba. Basically, we will be working with The Land Bank and putting Cross Mods on it. Eventually The Land Bank will be purchasing the property from us when they receive their grant. The property was an old RV Park that we purchased for a total \$148,188.06. As required at

the time of the auction we made a down payment of \$30,000 leaving a balance of \$118,188.06. What this resolution does is allows us to process the payments for the total purchase price. Ed reviewed the content of the resolution since it's a foreclosure purchase which is a little different than the normal resolution for purchasing property. Discussion on the purchase amounts. The Board wants the resolution to mention the total purchase price of \$148,188.06 minus the down payment of \$30,000 for a final payment of \$118,188.06. **A motion was made by Joseph Hart and seconded by William Meunier to approve the Resolution Approving Purchase of Maple Lane, Cuba Property as amended. No further discussion. Approved/passed 7-0 Roll call:**

Steven Mauro – AYE

Joseph Hart – AYE

Terri Ross – AYE

Douglas Frank – AYE

Thomas McElheny – AYE

William Meunier – AYE

John Ricci – AYE

- Existing / New Loan Applications – The Finance Committee has no recommendations at this time.
- Property Discussion – Not ready to discuss.

OLD BUSINESS

NEW BUSINESS

GOOD OF THE ORDER

CALENDAR

- **Next Meeting:** September 10 2026, following the regular ACIDA Board Meeting, schedules at 10:00am at Crossroads Conference Center, Belmont, NY 14813

ADJOURNMENT

- With no other business, at 12pm the meeting ended.

Respectfully submitted
Barb Benjamin
Operations Director

11:01 AM

09/04/26

Accrual Basis

ACLDC
Expenses by Vendor Summary
August 8 through September 4, 2026

	Aug 8 - Sep 4, 26
PFEIFFER & PFEIFFER, PC	118,188.06
TOTAL	118,188.06

LDC
Deposit Detail
August 8 through September 4, 2026

Type	Num	Date	Name	Account	Amount
Deposit	DEP	08/31/2026	Community Bank NA	110.05 · LDC (Local Development Corp)	143.20
			Interest		-143.20
TOTAL					-143.20



Allegany County Industrial Development Agency

DIVERSITY POLICY

DIVERSITY AND INCLUSION POLICY

A. Introduction

1. **Scope** - This diversity policy applies to all human resources, employment practices, and community partnerships available for the Agency on its own behalf or on behalf of any other entity or individual.
2. **Objectives** - The primary objectives of the Agency's diversity and inclusion activities are, in priority order:
 - a. To conform with all applicable federal, state, and other legal requirements (compliance);
 - b. To adequately safeguard a welcoming, equitable workplace culture (culture);
 - c. To provide sufficient outreach to meet all hiring requirements within rural demographic limits (recruitment);
 - d. To obtain a reasonable rate of retention and diverse perspective (retention).
3. **Prudence** - All participants in the hiring process and all participants responsible for the Agency's governance shall seek to act responsibly as custodians of the public trust and shall avoid any transaction that might impair confidence in the Agency to govern effectively. All participants involved in the recruitment process and all participants responsible for managing the Agency's personnel shall refrain from personal bias or activity that could conflict with proper execution of the diversity program or which could impair their ability to make impartial decisions.
4. **Broad Definition of Diversity** - It is the policy of the Agency to diversify its candidate pools and internal teams by seeking diversity of thought, background, age, socioeconomic status, and professional experience to maximize inclusion within regional demographics.
5. **Internal Controls**
 - a. All demographic and protected-class data collected by an officer or employee of the Agency shall be immediately secured in such systems as designated by the Agency for the receipt of such confidential records.

b. The Agency shall maintain or cause to be maintained a proper record of all applicant tracking, equal opportunity reports, or other evidences of outreach held by the Agency for compliance purposes.

c. The Agency is responsible for establishing and maintaining an internal control structure to provide reasonable assurance that hiring practices are safeguarded against bias, that transactions are executed in accordance with management's authorization and recorded properly and are managed in compliance with applicable laws and regulations.

B. Diversity Policy

1. **Permitted and Protected Classes** - Pursuant to the New York State Human Rights Law (NYSHRL), the Agency strictly prohibits discrimination and harassment, and actively supports equal opportunity across the following protected categories:
 - a. Age, race, creed, color, or national origin;
 - b. Sexual orientation, gender identity, or expression;
 - c. Military status or veteran background;
 - d. Sex, disability, or predisposing genetic characteristics;
 - e. Familial status, marital status, or domestic violence victim status.
2. **Authorized Recruitment Strategies** - The Agency shall work in partnership with organizations throughout the County for diversity purposes and establish appropriate limits to ensure realistic execution within our rural landscape.

C. Workplace Environment Policy

1. **Safeguarding Inclusion** - In accordance with the provisions of New York State law, all facilities, programs, and daily operations of the Agency will be secured against hostile work environments.
 - a. By pledge of prompt, impartial investigation into any complaints of discrimination or harassment.
 - b. By an eligible reporting mechanism that protects employees from retaliation.

Approved and adopted: _____

ALLEGANY COUNTY LOCAL DEVELOPMENT CORPORATION

ANTI-NEPOTISM POLICY

SECTION 1. PURPOSE AND AUTHORITY. This policy establishes the anti-nepotism guidelines for all members, officers, and employees of the Allegany County Local Development Corporation (ACLDC). It aligns with the restrictions established by Public Officers Law § 73(14). This policy is intended to supplement the broader ACLDC Conflicts of Interest Policy to ensure integrity, trust, and transparency in all operational and employment decisions.

SECTION 2. DEFINITIONS.

- (A) Relative: Any person living in the same household as the ACLDC member, officer, or employee.
- (B) A relative is also defined as any person who is a direct descendant of the covered individual's grandparents, or the spouse of such a descendant.

SECTION 3. PROHIBITED ACTIONS.

- (C) No member, officer, or employee of the Corporation shall directly or indirectly supervise a relative.
- (D) No individual shall participate in any decision to hire, promote, discipline, or discharge a relative who is, or is under consideration to become, an employee.
- (E) ACLDC representatives are strictly prohibited from awarding a contract to a business in which a relative has an interest.
- (F) ACLDC representatives cannot authorize or invest funds into a business in which a relative has an interest.

SECTION 4. PROCEDURE AND ENFORCEMENT.

- (G) If an individual is unsure if they have participated in a decision concerning a relative, or if a potential conflict arises, they must disclose the nature of the interest to the Governance Committee and/or Ethics Officer.
- (H) Directors and employees must recuse or abstain from all deliberations, internal discussions, and votes on matters involving a relative. In instances where recusal does not cure the conflict, the director or employee may be required to resign from the position creating the conflict.
- (I) Violating state nepotism restrictions can result in a maximum fine of \$40,000.
- (J) Any contract willfully entered into where there is a prohibited interest shall be null, void, and wholly unenforceable.
- (K) A copy of this policy must be posted conspicuously in the ACLDC office for all officers, members, and employees to review.

Adopted: _____