

Community Redevelopment Agency (CRA) Classification and Compensation Structure

Rates of Pay

Classification	Class Code	FLSA Status	Hourly Minimum	Hourly Maximum	Annual Minimum	Annual Maximum
Administrative Specialist	CRA100	Non-exempt	\$18.61	\$27.36	\$38,708.80	\$56,908.80
Economic Development Program Aide	CRA101	Non-exempt	\$19.88	\$26.78	\$41,350.40	\$55,702.40
Accounting Clerk	CRA102	Non-exempt	\$20.06	\$29.46	\$41,724.80	\$61,276.80
Administrative Aide	CRA103	Non-exempt	\$21.06	\$30.96	\$43,804.80	\$64,396.80
Project Coordinator	CRA104	Exempt	\$24.16	\$36.38	\$50,252.80	\$75,670.40
Housing & Economic Dev Assistant	CRA105	Exempt	\$27.73	\$38.23	\$57,678.40	\$79,518.40
Planner	CRA106	Exempt	\$30.62	\$43.26	\$63,689.60	\$89,980.80
Project Manager	CRA107	Exempt	\$33.78	\$47.75	\$70,262.40	\$99,320.00
Business Manager	CRA108	Exempt	\$31.68	\$50.16	\$65,894.40	\$104,332.80
Senior Project Manager	CRA109	Exempt	\$37.29	\$54.01	\$77,563.20	\$112,340.80
Housing & Economic Dev Manager	CRA110	Exempt	\$34.11	\$54.02	\$70,948.80	\$112,361.60
Community Redevelopment Agency Manager	CRA111	Exempt	\$47.02	\$78.26	\$97,801.60	\$162,780.80

Management Benefits

Classification	Class Code	Monthly Car Allowance	Monthly Cell Phone / Data Allowance	Monthly Expense Allowance	Annual Management Vacation Days
Project Coordinator	CRA104	N/A	\$40.00	\$80.00	4 Days
Housing & Economic Dev Assistant	CRA105	N/A	\$40.00	\$80.00	4 Days
Planner	CRA106	N/A	\$40.00	\$120.00	5 Days
Project Manager	CRA107	N/A	\$40.00	\$120.00	5 Days
Business Manager	CRA108	\$250.00	\$100.00	N/A	6 Days
Senior Project Manager	CRA109	\$250.00	\$100.00	N/A	6 Days
Housing & Economic Dev Manager	CRA110	\$250.00	\$100.00	N/A	6 Days
Community Redevelopment Agency Manager	CRA111	\$340.00	\$110.00	N/A	8 Days



CRA EMPLOYEE BENEFITS OVERVIEW

The Community Redevelopment Agency (CRA) offers its eligible full-time regular employees a comprehensive benefits package as summarized below. Provisions in applicable governing documents shall supersede if there are any inconsistencies.

For purposes of establishing eligibility for benefits, the following positions are considered CRA Management positions: Community Redevelopment Agency Manager, Senior Project Manager, Housing and Economic Development Manager, Project Manager, Planner III, Housing and Economic Development Assistant, Business Manager, and Project Coordinator. For purposes of establishing eligibility for benefits, the following positions are considered CRA Administrative positions: Administrative Aide, Accounting Clerk, Economic Development Program Aide, and Administrative Specialist.

PAID HOLIDAYS: The CRA recognizes nine (9) holidays annually, including: New Year's Day, Martin Luther King Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Day following Thanksgiving Day, Christmas Day. CRA offices will be closed on these days, and they shall be observed as paid holidays. When a holiday falls on Saturday, the immediately preceding Friday shall be the recognized holiday, and when a holiday falls on Sunday, the following Monday shall be the recognized holiday.

VACATION LEAVE: CRA employees accrue 15 working days of vacation per year (prorated based on hours worked). This leave may be accrued to the amount earned in two (2) years. Employees with continuous service greater than five (5) years shall earn additional accrued vacation leave. Vacation leave may not be taken until an employee has completed six (6) months continuous service. Accrued leave balances may be eligible for cash out at the time of separation, depending on the type of separation and years of service.

MANAGEMENT VACATION: CRA Management employees are eligible for Management Vacation leave at the beginning of each calendar year, at a rate identified in the CRA Classification and Compensation Plan. Management Vacation leave will be prorated based on the employee's start date in the first year. Management Vacation leave must be used by the end of the pay year, or it is compensated at 75% of its rate.

SICK LEAVE: CRA employees earn 12 working days of sick leave each year (prorated based on hours worked), with a 90-day limit on accumulation. Accrued sick leave in excess of specified amounts may be converted to cash or vacation leave in accordance with policy. Accrued leave balances may be eligible for cash out at time of separation at certain percentages, depending on the type of separation and years of service.

RETIREMENT BENEFITS: The CRA contributes 9% of employee earnings, bi-weekly, on behalf of all CRA employees, to individual Defined Contribution 401(a) Money Purchase Retirement Accounts via ICMA-RC. No employee contribution is required or permitted.

MEDICAL PLANS: CRA employees are eligible for medical coverage. The CRA contributes \$702 Per Employee Per Month (PEPM) for all CRA employees enrolled in medical/pharmacy benefit coverage. The employee's cost share is based on the plan and tier of coverage selected. The employee rates are subject to change annually.



The OpenAccessPlus (OAP) CIGNA network is utilized, with three (3) Plan Options: **Cigna OAPIN1 (HMO1), OAPIN2 (HMO2) and, Choice Fund (CDHP).**

- **Health Reimbursement Account (HRA):** With Choice Fund (CDHP) enrollment, the plan provides each participant (up to family maximum) with a Health Reimbursement Account (HRA) that pays 100% of eligible health and RX expenses. The HRA fund is determined by tier of coverage:
 - Employee = \$750
 - Employee + 1 = \$1,000
 - Family = \$1,500Note: HRA funding is prorated for enrollment after January 1st of each year.
- **Health and Wellness Center (Operated by Marathon Health):** CRA employees and their dependents (ages 6+) enrolled in any of the Cigna Medical Plans may utilize the Health and Wellness Center (Center), located at 105 NE 3rd Street. Participants may receive professional services from the physician and nurse practitioner at no cost. The Center stocks a supply of 30 to 40 generic prescription medications at no cost (if indicated) as part of the Center's services. An entire listing of the services available at the Center may be found at www.fortlauderdale.gov/benefits.
- **Wellness Incentive Program:** \$500 annual incentive for completing required wellness initiatives.

DENTAL PLANS: CRA employees are eligible for dental coverage. The CRA covers 100% of premiums for Management employees, and 50% for Administrative employees. The employee's cost share is based on the plan and tier of coverage selected. The employee rates are subject to change annually. There are two (2) plan options for CRA employees to choose from: Humana DPPO (with deductible, coinsurance & annual plan maximums, and in and out of network benefits) and Human DHMO (with a prepaid schedule of benefits, a requirement to select a dentist in advance of services, and no out-of-network benefits are covered).

LIFE INSURANCE: The CRA provides a \$10,000 term life insurance policy for CRA employees at no cost to the employee. Employees may purchase additional voluntary guaranteed issued Life insurance coverage not to exceed \$250,000. Amounts in excess of \$250,000 are subject to Evidence of Insurability (EOI). The cost is based on the amount of coverage purchased and age of the participant. In addition, spouse, domestic partner and child coverages are available for purchase.

VOLUNTARY BENEFITS: CRA employees may also elect to participate in the following Voluntary Benefit Plans: Vision, Healthcare and Dependent Care Flexible Spending Accounts, GAP Insurance, Legal Insurance, Accident Insurance, Short-Term Disability, Critical Illness/Cancer, Deferred Compensation 457(b) Plans, Florida-Prepaid College Tuition and Loans at Work via payroll deduction.

Additional information, including summaries of each of these benefits, can be found at <http://www.fortlauderdale.gov/departments/human-resources/employee-benefits>.