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DATE: May 1, 2024

TO: Community Redevelopment Agency Board

FROM: Sean Henderson. CRA Director/Deputy Finance Director

SUBJECT: 2024 – 2025 Pay Plan

The Lauderhill CRA proposes the attached employee payment plan designed to attract and retain quality employees. The plan offers a fair and competitive payment structure that aligns with the Agency's budget and promotes operational and fiscal success.

With the expansion geographically of the CRA and newly acquired properties, there is an explicit need for certain skillsets to compliment the team. Namely the additions of the CRA Property Manager, CRA Facilities and Construction Specialist, and CRA Programs Manager.

My intent is to hire on a part-time basis a visible Property Manager. This person would be tasked with making maintenance recommendations and improvements of real estate assets assigned. This function will facilitate timely rent collection and prompt resolution of tenant concerns. Also on a part-time basis, I plan to hire a CRA Facilities and Construction Specialist. This position would facilitate the maintenance, construction, and repair to CRA assets as needed.

Lastly, it has become evident that with dual role as CRA Director/Deputy Finance Director there are some days where it is difficult to have CRA programs and activities at the forefront due to time constraints and being in two places at the same time. That being the case there is a need for someone that always has the CRA and its vision at the front of mind. This position is the CRA Programs Manager. This person would be tasked with implementing and facilitating the CRA Plan. The position will immediately impact efficiency, responsiveness, and effectiveness of the Agency.

The positions mentioned above would not cause a financial impact to the CRA budget. The acquisition of Wyngate and Park Plaza both provide billable rents of 20,000/month. Funds are currently being utilized for Police Details and stabilization of the plazas. There is no intent at this time to hire a CRA Deputy Director, but merely to add structure and a contingency plan to the Agency.



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