



RIVIERA BEACH COMMUNITY REDEVELOPMENT AGENCY

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MEMORANDUM

TO: Honorable Chair and Members, CRA Board of Commissioners
City of Riviera Beach, Florida

FROM: Tony T. Brown
Executive Director, CRA

DATE: April 8, 2011

CC: File; Michael Haygood, Interim Attorney

SUBJECT: Employment Agreement - Compensation & Benefits

Background

On September 15, 2010, the Riviera Beach Community Redevelopment Agency ("Agency") and Tony T. Brown ("Employee") entered into an Employment Agreement ("Agreement"). At Section I(A.2) - Compensation & Benefits, the Agreement requires the Employee to undergo an 180-day evaluation. I have met with each of you for performance feedback and, in accordance with Attachment B which was incorporated into the Agreement, I provided you a self-assessment of my performance through March 15, 2011.

Action Requested:

Approval is requested for the Board to complete the Employee's 180 Day Evaluation and to increase the annual base salary to \$137,500 (retroactive to March 15, 2011) in accordance to Section I of the Agreement:

Section I(A.2) - Compensation & Benefits:

"The Base Salary and/or benefits of Employee, shall be subject to review and may be increased (but may not be decreased) adjustment at any time and from time to time, in the Board of Commissioners sole discretion. The Employee's annual base salary may increase by 10% to \$137,500.00, effective upon a satisfactory completion of a 180 day evaluation, said evaluation shall be completed by the Board of Commissioners. The criteria used to evaluate performance shall be based planned performance in the attached Exhibit B. An adjustment to such amount of Base Salary and/or benefits, if any, shall not be deemed a modification, amendment or waiver of any other provisions of this Agreement, so long as it is done in compliance with this paragraph."