

Exhibit A

Except from Delray Beach Community Redevelopment Agency Human Resources Policies and Procedures Manual

Section 17 - Deferred Compensation

Full-time employees are eligible for the CRA deferred compensation plan, known as a 457(b) plan and money purchase plan, known as 401(a) plan. After one year of employment the CRA will contribute up to ~~ten~~ thirteen percent (~~130~~%) of the annual base gross salary of the employee so long as this payment does not exceed the current maximum contribution amount in force by law. The employee may contribute his or her own funds to the plan as well, up to the maximum amount allowed by law. The International City Management Association-Retirement Corporation (ICMA-RA) currently administers the CRA's plan. Withdrawals are subject to the rules set by the United States Internal Revenue Code.

Section 30 – Cellular Phone Stipend/Allowance Policy

I. Purpose: The purpose of this policy is to provide a set of guidelines governing the use of cellular telephones by Delray Beach Community Redevelopment Agency (CRA) employees and to provide guidelines, criteria and conditions for a stipend/allowance the business use of personal cellular telephones.

II. Eligibility: As a general rule, the CRA shall not provide cellular telephones or cellular service to its employees. The Agency does recognize, though, that some positions within the organization would be enhanced by the availability of cellular phone service for the employee.

Amount of Stipend/Allowance by Category:

There shall be three categories of cellular phone stipend/allowance with criteria for eligibility as follows:

Category 1: All Director positions and CRA Legal Advisor that maintain significant organizational and supervisory responsibilities shall receive a stipend in the amount of \$7560 per calendar month.

Category 2: The Green Market Manager, who regularly conducts Green Market business via cellular phone, shall receive a stipend in the amount of \$7560 per calendar month.

Category 3: Positions as determined by the Executive Director (based upon their job responsibilities) that utilize their cell phones while on business while out of the office and are required to be accessible on a regular basis shall receive a stipend in the amount of \$530 per calendar month.

Payment shall be made through payroll and processed on the second paycheck of the month.

Personnel that are receiving a stipend for cellular telephones obligate themselves to keeping their telephones charged and turned on so as to be reachable, replace lost or stolen telephones promptly, pay their cellular telephone bills on a timely basis, and adhere to any and all other requests and stipulations that insure the safeguarding of the CRA's investment.