

CITY OF CAMDEN REDEVELOPMENT AGENCY
RESOLUTION SUMMARY

Executive Office

Resolution Title: 12-14-22E

**Resolution Authorizing a Premium Pay Plan to Compensate the
City of Camden Redevelopment Agency Employees During the Period of
March 16, 2020 to June 28, 2021**

Project Summary:

CRA desires to implement a Premium (Hazard) Pay Plan, which is designed to voluntarily compensate its employees in recognition and appreciation for the diligence and hard work exhibited during the very difficult period of the Pandemic. A corresponding Premium Pay Plan was adopted by the City of Camden earlier in 2022.

Purpose of Resolution:

To implement a Premium Pay Plan

Award Process:

N/A

Cost Not to Exceed:

N/A

Total Project Cost:

N/A

12-14-22E

Resolution Authorizing a Premium Pay Plan to Compensate the City of Camden Redevelopment Agency Employees During the Period of March 16, 2020 to June 28, 2021

WHEREAS, the City of Camden Redevelopment Agency (CRA) desires to voluntarily compensate its employees in recognition and appreciation for the diligence and hard work exhibited during the very difficult period of the Pandemic; and

WHEREAS, a Premium Pay Plan was adopted by the City of Camden earlier in 2022, and

WHEREAS, CRA finds that the terms and criteria used to implement the Premium Pay Plan as set forth in Exhibit A are reasonable and appropriate.

NOW, THEREFORE, BE IT RESOLVED, by the governing body of the City of Camden Redevelopment Agency that the Interim Executive Director of the Agency, a duly authorized representative of the City of Camden Redevelopment Agency is hereby authorized to implement the Premium Pay Plan and compensate CRA employees according to the terms and conditions set forth in Exhibit A; and

BE IT FURTHER RESOLVED that the Interim Executive Director, or her designee, is hereby authorized and directed to take all actions and execute all documents necessary to carry out the purposes of this resolution.

12-14-22E (cont'd)

ON MOTION OF: Maris Sharma

SECONDED BY: Jose Javier Ramos

COMMISSIONER	AYES	NAYS	ABSTENTIONS
Christopher Collins	X		
Derek Davis	X		
Gilbert Harden, Sr.	X		
Tasha Gainey-Humphrey			
Ian K. Leonard	X		
Jose Javier Ramos	X		
Maria Sharma	X		

Ian K. Leonard

Ian K. Leonard
Chairperson

ATTEST:



Olivette Simpson
Interim Executive Director

The above has been reviewed and approved as to form.

Mark P. Asselta

Mark P. Asselta, Esq.
Board Counsel

Exhibit A

MEMORANDUM

To: City of Camden Redevelopment Agency (CRA)
CRA Finance Committee
CRA Board of Commissioners

From: Olivette Simpson, Interim Executive Director

Date: December 5, 2022

RE: Premium (Hazard) Pay Plan

The City of Camden Redevelopment Agency (CRA) desires to voluntarily compensate its employees with Premium Pay as a way to recognize its appreciation for the diligence and hard work exhibited during the very difficult period of the Pandemic.

CRA proposes to implement a Premium (Hazard) Pay Plan, based upon the terms and criteria set forth in the Premium Pay Plan adopted by the City of Camden for its employees in 2022. The total compensation for current eligible CRA employees is \$34,800.00. The terms and criteria upon which employees are eligible to be compensated under the Plan is set forth below:

Eligibility for Premium Pay

- Must have worked between March 16, 2020 and June 28, 2021
- Must be a current, active employee on the date the CRA Board of Commissioners approves the Resolution (not eligible if you have resigned, retired, or have been terminated).
- All time entries registered by official timesheets. Work from home hours are not eligible for hazard pay.
- Does not include overtime hours.
- A sliding scale is incorporated and as follows:

Scale for Premium (Hazard) Pay

1-299 hours	\$400.00
300-499 hours	\$1,500.00
500-749 hours	\$2,000.00
750-1250 hours	\$3,500.00
1250-1999 hours	\$4,000.00
2000 hours and above	\$4,500.00