



# MEMORANDUM

**TO:** Mayor and Commissioners

**FROM:** Duane D'Andrea, Asst. Director, Human Resources  
Mary Olsen, Acting Police Chief  
Javaro Sims, Asst. Police Chief

**THROUGH:** Mark R. Lauzier

**DATE:** September 25, 2018

**SUBJECT:** Approval of Collective Bargaining Agreement

City Staff has tentatively agreed to a collective bargaining agreement (CBA) between the City of Delray Beach and the Police Benevolent Association Inc, (Delray Beach Officers and Sergeants). This CBA will be in effect from October 1, 2018 to September 30, 2021. Pursuant to Florida Statutes 447.309 Collective Bargaining; approval or rejection, we are seeking your recommendation for approval.

A summary of the major changes are as follows:

1. Wages (Article 10)

Delray Beach Police Officers have seen the largest turnover rate in recent history. Since the last CBA was executed we have lost nineteen (19) Police Officers to other organizations. It cost approximately \$110,00 to hire, train, and equip each officer and another \$110,000 to replace an officer that vacates to another agency thus costing the City a total of \$220,000. Since the last CBA was executed, the City has spent approximately \$4,200,000 dollars to replace those nineteen (19) officers who have left. These officers have gone to primarily two (2) agencies within the County.

To correct those concerns listed above our team negotiated a comprehensive, fair, and equitable salary step plan. This step plan brings the Delray Beach Police Officers and Sergeants to a competitive wage within the County and surrounding area.

FY 18/19 Total - \$1,603,948

FY 19/20 Total - \$556,851

FY 20/21 Total - \$623,527

Total Salary Proposal - \$2,784,326

The salary increases in year one adjusts police officers and sergeants' salaries to address market needs and bring our officers to a salary range within the top three (3) in Palm Beach County.

In addition to the change above that has an economic impact there were changes made to several articles within the CBA that improves the City's ability to manage the Police Department.

While many of these changes will not have an economic impact, they will allow the Police Department to improve efficiencies. These improved efficiencies will provide the best possible service for the citizens of Delray Beach.

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