



Cover Memorandum/Staff Report

File #: 25-125

Agenda Date: 2/18/2025

Item #: 7.A.

TO: Mayor and Commissioners
FROM: Duane D'Andrea, Human Resources Director
THROUGH: Terrence R. Moore, ICMA-CM
DATE: February 18, 2025

APPROVAL OF SEIU COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DELRAY BEACH AND SERVICE EMPLOYEES INTERNATIONAL UNION, CTW, CLC, (SEIU)

Recommended Action:

Motion to approve SEIU Collective Bargaining Agreement.

Background:

City Staff has tentatively agreed to a collective bargaining agreement (CBA) between the City of Delray Beach and the Service Employees International Union, CTW, CLC, (SEIU). This CBA will be in effect from October 1, 2024, to September 30, 2027. Pursuant to Florida Statutes 447.309 *Collective Bargaining: approval or rejection*, we are seeking the City Commission's approval.

A summary of the major changes are as follows:

1. Wages (Article 11)

In an effort to attract and retain employees, our negotiating team was able to negotiate a comprehensive and equitable wage proposal that was driven by data analysis within our geographical market. Also, our team focused on a gradual increase to the salary range to ensure that the City will remain competitive with other agencies and municipalities.

In addition, our team negotiated increases to established pay incentives specifically for those hard-to-fill and hard-to-retain positions within the city:

Wage Increases

2024: \$3,500 to base salary and the maximum salary of each pay grade is increased by 5%

2025: 5.5% increase to base salary and the maximum salary of each pay grade is increased by 5%

2026: 6.0% increase to base salary and the maximum salary of each pay grade is increased by 5%

Water Treatment Plant Operators Incentive Pay

1. Beginning October 1, 2024, annual one-time incentives for:
 - Treatment Plant Operator "A": \$2,200
 - Treatment Plant Operator "B": \$1,800
 - Treatment Plant Operator "C": \$1,600

2. Beginning October 1, 2024, Treatment Plant Operators who work 2nd and 3rd shifts at the City's Water Treatment Plant will be provided with an hourly shift differential:
 - Second, shift operators will be paid a \$3.00 per hour shift differential:
 - Third shift operators will be paid a \$4.00 per hour shift differential.

2. Safety and Health (Article 23)

Safety shoe allowance was increased to \$200 bi-annually.

3. Sick and Vacation Pay-Out Accruals (Article 39)

1. Lump sum payout at termination as currently exist.
2. Provide for 1/3 payouts with employee notification of intent to retire two years prior to retirement.
 - a. Provide for 1/3 payouts to be deposited tax free into employee's deferred compensation (457) account if annual limit has not been reached.

4. On-Call/Standby Compensation (Article 41)

1. Increased to \$35 per weekday; \$40 per weekend or holiday

5. Total Costs

Incremental Cost:

\$ 706,444 for year 1 - Fiscal Year 2024-2025

\$1,281,855 for year 2 - Fiscal Year 2025-2026

\$1,944,797 for year 3 - Fiscal year 2026-2027

Total: \$3,933,096

City Attorney Review:

Approved as to form and legal sufficiency

Funding Source/Financial Impact:

Impact to year 1 budget (FY2024-2025): \$322,702 will be funded through a budget amendment.

Timing of Request:

This item is time sensitive.