

RESOLUTION NO. 99-26

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF DELRAY BEACH, FLORIDA, AUTHORIZING A 3.5% COST-OF-LIVING WAGE ADJUSTMENT FOR ALL GENERAL EMPLOYEES COMMENCING ON OCTOBER 1, 2026 AND EACH YEAR THEREAFTER; AUTHORIZING THE CITY MANAGER TO TAKE ANY AND ALL ACTIONS NECESSARY TO EFFECTUATE THE INTENT OF THIS RESOLUTION; PROVIDING AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

WHEREAS, the City of Delray Beach has historically utilized merit-based increases or ad-hoc adjustments for its general workforce; and

WHEREAS, the City Commission finds that the South Florida region has experienced significant increases in the cost of essential goods, services, and housing that have significantly outpaced historical wage adjustments; and

WHEREAS, the City Commission further finds that the rising cost of living has eroded the real value of employee salaries, creating economic barriers that make it increasingly difficult for employees to afford to live and work within the community they serve; and

WHEREAS, the absence of a consistent, one-time Cost-of-Living Adjustment (“COLA”) can lead to wage compression and hinders the City’s ability to remain a competitive "employer of choice" in the South Florida labor market; and

WHEREAS, the implementation of a stabilized COLA is a necessary and strategic measure to mitigate these economic challenges, bolster recruitment and retention, and ensure the continued delivery of high-quality municipal services; and

WHEREAS, the City Commission deems approval of this Resolution to be in the best interest of the health, safety, and welfare of the residents and citizens of the City of Delray Beach and the public at large.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF DELRAY BEACH, FLORIDA, AS FOLLOWS:

Section 1. The foregoing recitals are hereby affirmed and ratified.

Section 2. Effective each year on October 1st, the City Commission hereby establishes a cost of living wage adjustment in the amount of 3.5% for all General Employees, defined as full-time, non-probationary employees not covered by a collective bargaining agreement.

Section 3. Unless otherwise directed by the City Commission during the annual budget process, the COLA established herein shall be separate from, and in addition to, any performance-based merit increases for which an employee may be eligible.

Section 4. All resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of such conflict.

Section 5. This Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED in regular session on the ____ day of _____, 2026.

ATTEST:

Alexis Givings, City Clerk

Thomas F. Carney, Jr., Mayor

Approved as to form and legal sufficiency:

Lynn Gelin, City Attorney