



Cover Memorandum/Staff Report

File #: 26-0656

Agenda Date: 5/19/2026

Item #: 7.D.

TO: Mayor and Commissioners
FROM: Duane D'Andrea, Human Resources Director
THROUGH: Terrence R. Moore, ICMA-CM
DATE: May 19, 2026

RESOLUTION NO. 100-26: A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF DELRAY BEACH, FLORIDA, AUTHORIZING A 5% ADJUSTMENT TO THE CITY'S SALARY SCHEDULE FOR GENERAL EMPLOYEES FOR THE FISCAL YEAR COMMENCING OCTOBER 1, 2026 THROUGH SEPTEMBER 30, 2027 AS SPECIFIED HEREIN; 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.

Recommended Action:

Motion to approve Resolution 100-26 authorizing a 5% adjustment to the City's salary schedule for general employees for the fiscal year commencing October 1, 2026 through September 30, 2027.

Background:

In 2024, the City of Delray Beach commissioned a Compensation and Classification Study to evaluate the City's salary schedule and pay plan. The study recommended annual adjustments to the City's salary schedule by the Consumer Price Index ("CPI") as the City's budget would permit.

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. Further, the absence of an annual adjustment to the City's salary schedule hinders the City's ability to remain a competitive "employer of choice" in the South Florida labor market.

An annual adjustment to the City's salary schedule is a necessary and strategic measure to mitigate economic challenges, bolster recruitment and retention, and ensure the continued delivery of high-quality municipal services.

Attachments:

1. Resolution No. 100-26 General Employee Ret
2. Legal Review Checklist
3. Current General Employee Pay Plan
4. Proposed General Employee pay Plan 10.01.26
5. Compensation and Classification Study

City Attorney Review:

Approved as to form and legal sufficiency.

Funding Source/Financial Impact:

Funding will be budgeted in each Department's salary fund.

Timing of Request:

This request is timely in order to ensure its inclusion in the FY 2026-2027 Budget cycle.