

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.

WHEREAS, in 2024, the City of Delray Beach commissioned a Compensation and Classification Study to evaluate the City's salary schedule and pay plan; and

WHEREAS, the study recommended annual adjustments to the City's salary schedule by the Consumer Price Index ("CPI") as the City's budget would permit; and

WHEREAS, the City Commission 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 City Commission further finds that 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; and

WHEREAS, 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; 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 October 1, 2026, the City Commission hereby directs the City Manager to adjust the General Employees Pay Grade Schedule maximum hourly rate and annual pay for grades 101 through 123 by 5%.

Section 3. All resolutions or parts of resolutions in conflict herewith are hereby repealed to the extent of such conflict.

Section 4. 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