



# City of Delray Beach

100 N.W. 1st Avenue  
Delray Beach, FL 33444

## Cover Memorandum/Staff Report

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File #: 25-1668

Agenda Date: 1/6/2026

Item #: 8.C.

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**TO:** Mayor and Commissioners  
**FROM:** Duane D'Andrea, Human Resources Director  
**THROUGH:** Terrence R. Moore, ICMA-CM  
**DATE:** January 6, 2025

ORDINANCE NO. 36-25: AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF DELRAY BEACH, FLORIDA, AMENDING THE CODE OF ORDINANCES, BY AMENDING TITLE 3, "ADMINISTRATION," CHAPTER 35, "EMPLOYEE POLICIES AND BENEFITS," SECTION 35.0001, "DEFINITIONS", SECTION 35.002, "APPLICATION; EXCLUSIONS," AND SECTION 35.003, "ADOPTION OF CODE OF RULES AND REGULATIONS" TO RENAME EACH SECTION AND UPDATE THE CITY'S PERSONNEL SYSTEM; PROVIDING A SEVERABILITY CLAUSE; AUTHORITY TO CODIFY; AND PROVIDING AN EFFECTIVE DATE. (SECOND READING)

**Recommended Action:**

Motion to approve Ordinance 36-25.

**Background:**

This update to the Code of Ordinances is consistent with the direction provided by the City Commission in 2018 to implement the City's personnel system through the promulgation of a manual establishing administrative policies for the City's workforce. Ordinance 36-25 updates the City's Code of Ordinances to provide consistency with the City's Personnel Policies and Procedures Manual as well as the various collective bargaining agreements.

**City Attorney Review:**

Approved as to form and legal sufficiency.