

City of Delray Beach

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Minutes - Final

Thursday, August 21, 2025

10:00 AM

Special Meeting at 10:00AM

Delray Beach City Hall or Watch on YouTube:

<https://www.youtube.com/channel/UCc2j0JhnR8Hx0Hj13RhCJag/s>
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City Commission

Mayor Thomas F. Carney, Jr.

Vice Mayor Rob Long

Deputy Vice Mayor Angela Burns

Commissioner Tom Markert

Commissioner Juli Casale

Pursuant to Section 3.12 of the Charter of the City of Delray Beach the Mayor has instructed me to announce a Special Meeting of the City Commission to be held for the following purposes:

SP.1. PUBLIC COMMENTS

The August 21, 2025 Special Meeting was called to order at 10:07 a.m. Alexis Givings, City Clerk, called the roll, and the following were present:

Terrence Moore, City Manager
Lynn Gelin, City Attorney
Alexis Givings, City Clerk

Present: 5 - Mayor Thomas F. Carney Jr., Deputy Vice Mayor Angela Burns, Commissioner Juli Casale, Vice Mayor Rob Long, and Commissioner Tom Markert (Telephonically)

A motion was made by Commissioner Casale, seconded by Vice Mayor Long, to allow Commissioner Markert to participate telephonically.

all were in favor

Mayor Carney read a letter into the record that stated the purpose of this meeting and the order in which it would be conducted.

Mayor Carney opened the floor to anyone who wished to speak on this item.

David Rubin, 11 NE 7th Street, Delray Beach
Expressed his hope to resolve this issue, as Delray Beach is a wonderful city.

Melissa Milkman, 19 NE 17th Street, Delray Beach
Expressed concern that the crime rate has risen since the City lost many officers due to the impasse.

Kaye Renz, 4254 South Magnolia Circle, Delray Beach
Discussed the issue of police officers leaving the City for better pay elsewhere, highlighting the need for the City to retain these skilled individuals. Additionally, she mentioned that a feeling of safety would serve as an economic driver for the City.

Chuck Halberg, 120 NW 4th Avenue, Delray Beach
Expressed concerns about the City's wages being less competitive than those offered by surrounding municipalities, which affects officer retention.

William Roach, 1011 Seagate Drive, Delray Beach

Expressed his dissatisfaction with the way the City was being managed.

Joe Marion, 131 NW 1st Avenue, Delray Beach

Suggested that the Commission explore alternative solutions for cost-cutting instead of defunding the Police Department.

Paul Cannon, 1021 East Heritage Club, Delray Beach

Congratulated Darrell Hunter on his appointment as the new Chief of Police. Requested that both parties negotiate in good faith to reach a settlement.

Seeing no one else present, Mayor Carney closed public comment.

SP.2.

**PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION
IMPASSE**

Sponsors: Human Resources Department

Attachments: [Agenda Cover Report](#)

[Special Masters Recommendation](#)

[4BN3334-City Manager's Recommendations for Settling Impasse](#)

[PBA's Recommendation for Settling for Wages Impasse](#)

[City letter re timeliness of rejecting SM Recommendation and attachment](#)
[SM Closing report](#)

Brennan Keeler, Esq, of the Palm Beach County Police Benevolent Association (PBA) was present to represent both the Officers and Sergeants, as well as the Lieutenants and Captains. Mr. Keeler stated that this meeting would be conducted as a quasi-judicial hearing, which necessitates a strict duty of fairness and impartiality. Therefore, the Commission must consider the positions of both the City and the Union equally in order to reach a fair and impartial decision. He provided a PowerPoint presentation that reviewed the unresolved issues between the City and the PBA, along with the recommendations from the Special Magistrate. He noted that there was currently no contract between the City and the PBA.

He suggested that when considering salaries, the City should look to the Palm Beach County Sheriff's office, rather than the surrounding municipalities, for comparisons. and that Delray Beach should mirror the City of Boynton Beach's Step Plan. He concluded by stating that the total costs for the PBA proposal versus the City's would amount to \$600,000 to finalize the deal, and he provided the following breakdown of expenses.

- \$361,820.50 is the cost to hire, train, and officer, and then leave

after 3 years.

- \$9,045,512.50 is the amount of money lost by the City on the account of 25 officers leaving since June 2024.
- \$15.89 million is PBA's wage proposal cost for a 3-year collective bargaining agreement.

Brett Schneider, Esq., was present as the City's outside labor counsel. He stated that the City had been negotiating with the Union's two bargaining units since June 2024, before reaching an impasse and presented a Power Point presentation that highlighted the recommendations from the Special Magistrate, received on July 7, 2025, which suggested adopting psychological fitness testing when deemed necessary by the City, through a licensed psychologist; mandating post-accident drug and alcohol testing; and accepting the City's wage proposal, in addition to the Union's pension proposal.

He stated that the City modified its proposal in response to Mr. Kazanjian's (PBCPBA President) comments from the February 18, 2025 Commission Meeting, where he noted that Delray Beach had the second-lowest pay and benefits in Palm Beach and Martin Counties. He mentioned that the modified proposal would provide more money to officers immediately and more funds to officers on the lower end of the pay scale. He noted that the City's modified proposal aims to help recruit and retain officers.

The Special Magistrate's report noted that the Union's wage proposal does not increase starting pay to make the City competitive and does not address the issue of attrition. The Magistrate also mentioned that the City's wage proposal better addresses the significant problem of attracting and retaining officers than does the PBA proposal, and the resolution of this problem was undoubtedly in the best interest of the public.

In conclusion, Mr. Schneider stated that the Union's proposal should be rejected because it adds additional costs for retaining highly paid senior employees, limits promotional opportunities, and the cost savings of the Deferred Retirement Options Plan (DROP) change are far less than the loss to the City of use of premium tax revenue.

The Commission engaged in a discussion on the proposals presented by both attorneys. Mayor Carney reminded the Commission that they could ask questions to both parties.

The Commission noted that based on the Commission's proposal made on July 22nd, most of the issues aligned with the recommendations of the

Special Magistrate. However, they noted that there was no consensus on proceeding with changes to the 185 funds. Additionally, they recognized the importance of remaining competitive with the City of Boynton Beach regarding its police officers' compensation. They stressed the importance of putting closure on this matter.

Mayor Carney requested that everyone take a ten minute break.

The meeting was recessed at 12:05 a.m. and reconvened at 12:25 p.m.

Mr. Schneider stated that during the break, the counsel discussed a potentially mutually agreeable solution to the impasse.

Mayor Carney suggested voting on the items/articles.

Ms. Gelin entered Article 8, Section 13 into the record with modifications that stated:

Motion to propose the City's impasse proposal with the proposed language being, "The City has the right to require employees submit to a medical and or psychological examination by a physician or licensed psychological examination by a physician designated by the City when such examination or inquiry is shown to be job-related and consistent with business necessity."

A motion was made by Commissioner Casale, seconded by Deputy Vice Mayor Burns, to approve this item. The motion carried by the following vote:

Yes: 5 - Mayor Carney, Vice Mayor Long, Deputy Vice Mayor Burns, Commissioner Markert, Commissioner Casale.

Ms. Gelin entered Article 27 for Lieutenants and Article 29 for Police Officers / Sergeants into the record.

A motion was made by Commissioner Casale, seconded by Deputy Vice Mayor Burns, to approve Article 27 and Article 29. The motion carried by the following vote:

Yes: 5 - Mayor Carney, Vice Mayor Long, Deputy Vice Mayor Burns, Commissioner Markert, Commissioner Casale.

Commissioner Casale noted that approving this plan would impact the Department Directors and the Assistant Department Directors, who were already receiving substantial salaries.

Duane D'Andrea, Human Resources Director, approached the presentation table and stated that these discussions are necessary to address as the pay scale moves up for the Police and Firemen's salaries.

Mr. Moore noted that this would be considered accordingly.

Ms. Gelin mentioned that a wage study conducted by the City recommended addressing the pay plans according to the Consumer Price Index to help keep up with the City's bargaining employees, who come before the Commission every three years.

A motion was made by Vice Mayor Long, seconded by Commissioner Casale, to implement the Union's modified wage increase for officers and sergeants. The motion carried by the following vote:

Mr. Schneider reviewed the step structure that would be implemented for the pay rate.

Yes: 5 - Mayor Carney, Vice Mayor Long, Deputy Vice Mayor Burns, Commissioner Markert, Commissioner Casale.

Ms. Gelin read the motion into the record for the modified Union Drop Proposal.

Motion to impose a modified Union proposal that would provide an 8-year DROP, extending the DROP from 5 years to 8 years, members would contribute 3 percent of their salary during months 61 through 96, there would be no pension COLA while participating in the DROP, and the start date would be October 1, 2026.

A motion was made by Vice Mayor Long, seconded by Vice Mayor Burns, to accept the modified Union DROP's proposal. The motion carried by the following vote:

Yes: 3 - Vice Mayor Long, Commissioner Markert, Deputy Vice Mayor Burns

No: 2 - Mayor Carney, Commissioner Casale

A motion was made by Vice Mayor Long, seconded by Deputy Vice Mayor Burns, to maintain the mutual consent as to the current use of Chapter 185 State Premium Tax Revenues. The motion carried by the following vote:

Yes: - Mayor Carney, Vice Mayor Long, Deputy Vice Mayor Burns, Commissioner Casale, Commissioner Markert

Mayor Carney stated that this agreement will be presented to the Union for a vote. If it passes, the City will impose it starting on October 1, 2024 and continuing until September 30, 2027.

Mayor Carney requested a motion to adjourn the meeting.

A motion was made by Vice Mayor Long, seconded by Deputy Vice Mayor Burns, to adjourn the meeting.

all were in favor

Mayor Carney thanked everyone for participating.

There being no further business to discuss, the meeting was adjourned at 12:50 p.m.

The City shall furnish appropriate auxiliary aids and services where necessary to afford an individual with a disability an equal opportunity to participate in and enjoy the benefits of a service, program, or activity conducted by the City. Please contact the Human Resources Department at (561) 243-7125 at least 24 hours prior to the program or activity for the City to reasonably accommodate your request . Adaptive listening devices are available for meetings in the Commission Chambers.