



Cover Memorandum/Staff Report

File #: 26-0610

Agenda Date: 5/19/2026

Item #: 7.E.

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

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.

Recommended Action:

Motion to approve Resolution No. 99-26 authorizing a 3.5% cost-of-living wage adjustment for all general employees commencing October 1, 2026 and each year thereafter.

Background:

The City of Delray Beach has historically utilized merit-based increases or ad-hoc adjustments for its general workforce. The South Florida region has experienced significant increases in the cost of essential goods, services, and housing that have significantly outpaced historical wage adjustments. Further, 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.

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. Staff recommends the implementation of a stabilized COLA as 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. 99-26 COLA Consideration for General Employees
2. Legal Review Checklist
3. 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.