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# MEMORANDUM

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**TO:** Mayor and Commissioners

**FROM:** Duane D'Andrea, Asst. Director, Human Resources  
Mary Olsen, Acting Police Chief  
Javaro Sims, Asst. Police Chief

**THROUGH:** Mark R. Lauzier

**DATE:** September 25, 2018

**SUBJECT:** Approval of Collective Bargaining Agreement

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City Staff has tentatively agreed to a collective bargaining agreement (CBA) between the City of Delray Beach (the City) and the Police Benevolent Association Inc, (Delray Beach Lieutenants). This CBA will be in effect from October 1, 2018 to September 30, 2021. Pursuant to Florida Statutes 447.309 Collective Bargaining; approval or rejection, we are seeking your recommendation for approval.

A summary of the major changes are as follows:

1. Wages (Article 9)

Prior to negotiation of the Delray Beach Police Officers and Sergeants contract, the City had been experiencing salary compression issues between Sergeants and Lieutenants. These issues were making it difficult to attract Sergeants into Lieutenant positions. The increase in wages in the 2018 - 2021 Police Officers and Sergeants' contract would significantly augment these concerns. Therefore, wages for the Lieutenants had to be addressed. In addition to compression issues, the City needed to stay competitive among other local agencies.

To correct the matters listed above our team negotiated a comprehensive, fair, and equitable salary step plan. This step plan alleviates the immediate compression issues and brings the Delray Beach Police Lieutenants to a competitive wage within the County and surrounding area.

FY 18/19 Total - \$120,409  
FY 19/20 Total - \$46,536  
FY 20/21 Total - \$43,258  
Total Salary Proposal - \$210,203

The salary increases in year one adjusts Police Lieutenants' salaries to address market needs and bring them to a salary range within the top three (3) in Palm Beach County.

In addition to the change above, that has an economic impact, there were changes made to several articles within the CBA that improves the City's ability to manage the Police Department.

While many of these changes will not have an economic impact, they will allow the Police Department to improve efficiencies. These improved efficiencies will provide the best possible service for the citizens of Delray Beach.