



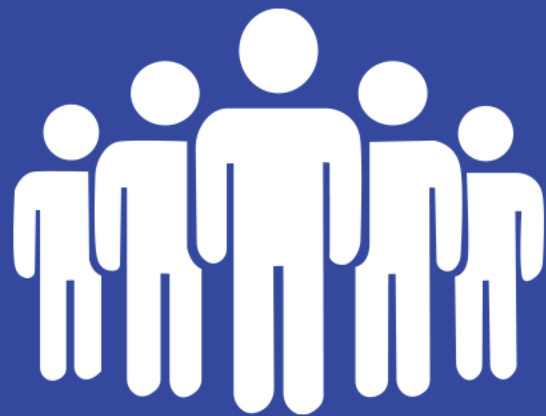
# **Economic Development Workshop**

**Monday, December 1, 2025**



# **Delray Beach Snapshot Existing Economic Conditions**





# PEOPLE

Population: : 67,542

Civilian labor force : 38,155 people

Total Employment: 36,904

*Sources:*



Census Reporter



# WAGES

Median household income: \$76,803  
Average worker annual wages: \$72,555  
Median House value: \$434,700

*Sources:*



Census Reporter



# LIVING

Per capita income: \$56,993

Poverty level: 15.8%

Cost of living In Delray Beach is 17% higher than the U.S average

*Sources:*

 Census Reporter

# TOP INDUSTRY SECTORS BY EMPLOYMENT IN THE CITY OF DELRAY BEACH



| Rank | Industry Sector                                | Number of People Employed |
|------|--|---------------------------|
| 1    | Health Care & Social Assistance                | 5,253 Data USA            |
| 2    | Professional, Scientific, & Technical Services | 3,727 Data USA            |
| 3    | Retail Trade                                   | 3,509 Data USA            |

Sources:  
**FLORIDACOMMERCE**

# TOP INDUSTRY SECTORS BY WAGE IN THE CITY OF DELRAY BEACH



| Rank | Industry Sector                         | Salary    |
|------|---|-----------|
| 1    | Finance and insurance                   | \$185,600 |
| 2    | Management of companies and enterprises | \$179,416 |
| 3    | Utilities                               | \$150,480 |

Sources:

**FLORIDA**COMMERCE



# UPDATED MIT'S LIVABLE WAGE CALCULATOR

43% of the 35,711 total jobs in the City of Delray Beach pay an average salary of less than \$50,000.

With the updated MIT Livable Wage Calculator showing that most households now require between \$51,463 and \$106,249 to meet basic living costs, this remains well below the livable wage for most families.

Information below was updated to fit the modern Delray Beach's goals and economic landscape with accounting sectors that are growing and sustainable long term

|                                     | 1 ADULT    |          |            |            | 2 ADULTS (1 WORKING) |          |            |            |
|-------------------------------------|------------|----------|------------|------------|----------------------|----------|------------|------------|
|                                     | 0 Children | 1 Child  | 2 Children | 3 Children | 0 Children           | 1 Child  | 2 Children | 3 Children |
| Food                                | \$5,021    | \$7,383  | \$11,060   | \$14,714   | \$9,205              | \$11,441 | \$14,717   | \$17,953   |
| Child Care                          | \$0        | \$13,984 | \$26,528   | \$31,827   | \$0                  | \$0      | \$0        | \$0        |
| Medical                             | \$2,490    | \$6,591  | \$6,664    | \$6,740    | \$5,698              | \$7,552  | \$7,824    | \$8,125    |
| Housing                             | \$19,750   | \$26,354 | \$26,354   | \$34,416   | \$22,052             | \$26,354 | \$26,354   | \$34,416   |
| Transportation                      | \$8,786    | \$10,167 | \$12,808   | \$14,737   | \$10,167             | \$12,808 | \$14,737   | \$16,348   |
| Civic                               | \$2,589    | \$4,557  | \$5,031    | \$6,450    | \$4,557              | \$5,031  | \$6,450    | \$7,156    |
| Internet & Mobile                   | \$1,963    | \$1,963  | \$1,963    | \$1,963    | \$2,545              | \$2,545  | \$2,545    | \$2,545    |
| Other                               | \$3,770    | \$7,242  | \$7,587    | \$9,120    | \$7,242              | \$8,033  | \$9,120    | \$10,117   |
| Required annual income after taxes  | \$44,367   | \$78,240 | \$97,993   | \$119,966  | \$61,465             | \$73,763 | \$81,747   | \$96,660   |
| Annual taxes                        | \$7,096    | \$10,502 | \$13,875   | \$18,762   | \$8,641              | \$9,073  | \$8,626    | \$9,590    |
| Required annual income before taxes | \$51,463   | \$88,742 | \$111,868  | \$138,728  | \$70,107             | \$82,836 | \$90,373   | \$106,249  |



# UPDATED CITY WIDE DEVELOPMENT GOALS



- » Grow sustainable & high wage jobs
- » Attract new workers and cultivate local talent
- » Maintain viable business destination showing Delray beach is business friendly
- » Beach is business friendly and maintain viable corporate destination
- » Diversify economy by attracting new traded industry clusters
- » “Level the playing field” by matching economic development tools offered by locally & regionally competitive communities
- » Encourage expansion of existing companies
- » Develop local strategies to address workforce development needs
- » Work to retain existing businesses

# UPDATED PROGRAM FOCUS AND PRIORITIZATION



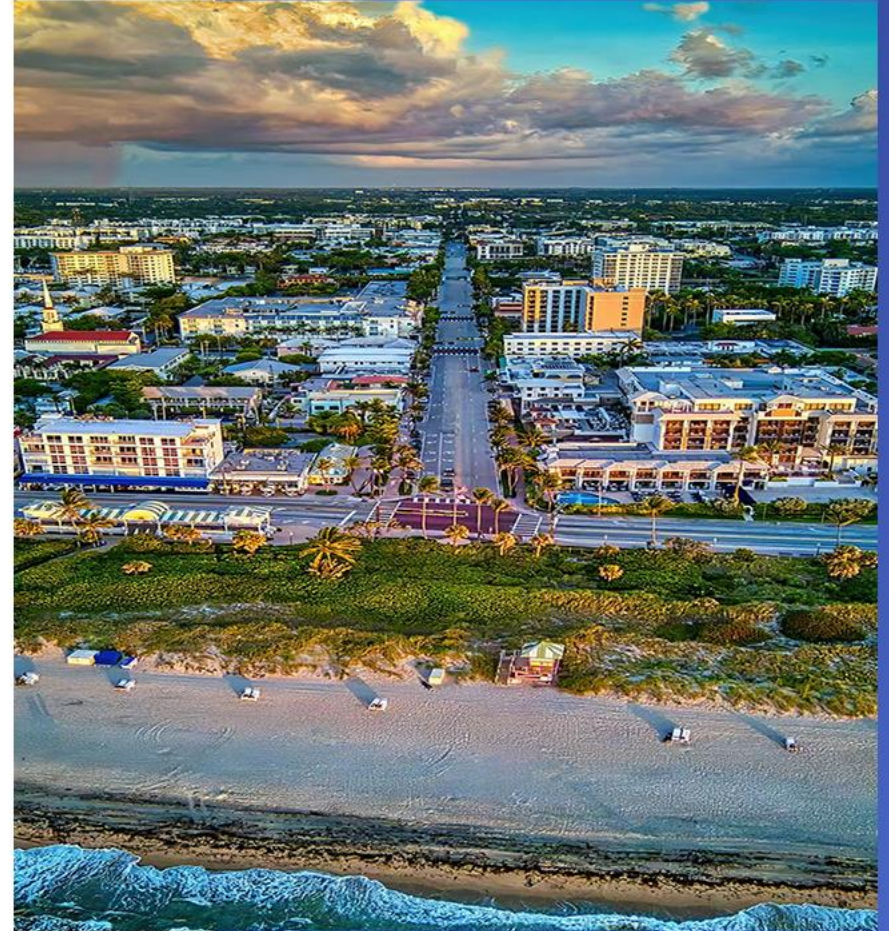
## *Where We Can Make the Biggest Long-Term Impact*

- The strategic framework (focusing on traded-industry clusters, high-wage jobs, capital investment, and a triple-bottom-line approach) is still a sound lens for economic development.
- Recent data shows that the region is experiencing job growth in certain sectors: e.g., in the “West Palm Beach-Boca Raton-Delray Beach MD”, the Education & Health Services sector added +5,100 jobs over the year in Feb 2025. [CareerSourceBroward.com](https://careersourcebroward.com)
- The 2025 Budget Book for Palm Beach County shows which sectors have high average wages (e.g., Management of Companies & Enterprises, Finance & Insurance) and indicates that these sectors are still key for high-wage job strategy. [pvcGov.org](https://pvcgov.org)
- Recent employment shifts show that in the West Palm Beach-Boca Raton-Delray region, some growth sectors include Education & Health Services (+4.3 % in Feb 2025) and Government (+2.5%). [CareerSourceBroward.com](https://careersourcebroward.com)
- Meanwhile, “Traded industries” as defined (export-oriented, bringing in dollars from outside the region) may have evolved in composition and relative size, and the region’s focus may have shifted (for example, toward life sciences, tech, innovation clusters). [bdb.org](https://bdb.org)
- Mobilize sufficient resources to retain existing businesses.



# **CAPITAL INVESTMENT IN DELRAY / BUSINESS RELOCATIONS & EXPANSIONS**

The capital investment numbers are positive, but while ~\$152 M in FY23-24 is substantial, it's useful to compare this against peer cities and to track growth trends



# WHERE DELRAY BEACH CAN MAKE THE BIGGEST LONG-TERM IMPACT



| Focus Area             | Strategic Goal                                      | Long-Term Impact               |
|------------------------|---|--------------------------------|
| Traded Industry Growth | Expand export-oriented, high-value clusters         | Sustainable economic base      |
| High-Wage Job Creation | Increase local income and career mobility           | Stronger middle class          |
| Capital Investment     | Attract committed, growth-oriented firms            | Stable and resilient economy   |
| Triple Bottom Line     | Align development with social & environmental goals | Balanced, inclusive prosperity |





# 2025 Assessment: Economic Development Programming

## — Delray Beach

- Business assistance grants such as the Urban Development Action Grant (UDAG) Business Assistance Grant program: up to \$35,000 per job created via micro-enterprises eligible (5 or fewer employees).
- The city maintains an economic development fund for incentives up to \$500,000.

# Summary Table: Previous Gaps vs 2025 Status

| Area                             | 2019 Identified Gap  | 2025 Status / Update  |
|----------------------------------|--|---|
| Economic Development Fund usage  | Restricted/underutilized   | Nothing changed and not utilized  |
| Real estate/business database    | None   | No full publicly visible inventory identified                           |
| Local business grant programming | Limited by district  | Some initiatives are underway but are limited to grants by CRA and UDAG |
| Targeted activity direction      | Need for clarity on attraction/retention expansion/start-up/talent | No current cohesive strategy  |
| Roadmap & capacity               | Need for tactics, actions, capacity building                       | Planning documents and redevelopment initiatives active;                |



# City of Delray Beach – Immediate Opportunities

(2025 Update - May Require Further Alteration  
Based on Workshop Discussion)





# PROPERTY TAX ABATEMENT

— DELRAY BEACH (CURRENT STATUS)

- The City previously offered ad valorem property tax abatements authorized by a city-wide referendum in 2013.
- That authorization expired 10 years later; the tool is not currently available.
- Continuation would require a new city-wide referendum authorizing the Commission to offer abatements again.
- If reauthorized, abatements would be governed by performance-based agreements with specific targets and clawback provisions, considering:
  - Net new jobs and job quality; average wages relative to Palm Beach County's median (\$72,555).
  - Capital investment and verifiable economic impact.
  - Environmental and workforce development criteria.
  - Alignment with the City's "Triple Bottom Line" goals





## **BUSINESS NAVIGATOR**

### **Delray Beach Office of Economic Development (OED) Concierge Program**

- According to the last report, the Business Navigator remains the City's primary concierge service. It has since grown into the digital Delray Business Portal, which includes site selection, permitting, plan review, and business intelligence capabilities.
- This interdepartmental approach promotes more efficient collaboration, predictable review timelines, and increased confidence in investors.



## **EXPEDITED PERMITTING PROCESS**

- Part of the Economic Resilience Initiative, this process accelerates approvals for qualifying projects creating 25+ full-time jobs in life sciences, finance, or technology sectors, paying at least 10% above county average wages.
- A single point of contact coordinates all project approvals and timelines.
- Job Creation Incentive



## **JOB CREATION INCENTIVE**

### **Resolution 62-12**

- Supports high-value industries that create new jobs for residents. Eligible projects must pay higher-than-average county salaries (\$72,555). Priority sectors include health and social services, finance, technology, and advanced manufacturing.
- As indicated in the previous report, this program's focus remains on boosting employment opportunities, but it now emphasizes long-term sustainability and upward mobility.



## **RENT ASSISTANCE PROGRAM**

### **Economic Resiliency Resolution 62-12**

- Provides reimbursable grants of up to 50% of first-year lease costs to enterprises that create 50 or more employment and pay at least 115% of the county average wage (\$83,438).
- As noted in the previous report, this program continues to be an important tool for attracting and retaining firms while increasing equal access to commercial property in CRA zones.





## **UNIQUE OPPORTUNITY INCENTIVE**

### **Resolution 62-12**

- As noted in the previous report, the City Commission can accept transformative projects that do not meet other incentive criteria under this flexible program. The revision promotes innovation, sustainability, and inclusivity. Businesses are urged to match their plans with the City's objectives of high-wage job creation and long-term community prosperity.

# CONGRESS AVENUE VISION - **UPDATED**



The original Congress Avenue plan (the older long-range vision, not the more recent update) was only minimally implemented. As a result, the corridor still consists of a disjointed mix of uses without the cohesive identity or coordinated redevelopment envisioned in the original plan. The subsequent planning effort shifted focus from direct business enhancement strategies to establishing a broader long-range planning direction for the corridor. Moving forward, a more intentional and implementation-focused approach is needed to unify land uses, strengthen economic positioning, and guide future development. This should include clearer strategies for business attraction, land use cohesion, mobility, and placemaking to ensure Congress Avenue becomes the connected, vibrant, and economically productive corridor originally envisioned.



## POTENTIAL PROGRAMMING ELEMENTS CHART

The previous chart remains concrete and relevant and has naturally occurred over the last 5 years of Delray Beach growth. No further recommendations exist.

# Potential Programming Elements

| <b>Talent</b><br><i>Attract<br/>Retain/Train<br/>Education</i>  | <b>Industry Cluster</b><br><i>Retention &amp;<br/>Expansion<br/>Attraction</i>   | <b>Competitive Business Climate</b>  | <b>Economic Placemaking</b><br><i>Real Estate<br/>Development /<br/>Reuse</i>   | <b>Economic Leadership &amp; Partnerships</b><br><i>Collaboration and<br/>Leveraging of<br/>Expertise</i>   | <b>Economic Equity and Inclusion</b><br><i>Reduce<br/>disparities</i>   |
|---|--|--|---|---|---|
| <p>Hire local policy and campaign</p> <p>Workforce roundtable</p> <p>Leverage existing apprenticeship &amp; vocational programs</p> <p>Explore industry specific training programming</p> <p>Youth entrepreneurial initiative, business plan competitions, special events</p> | <p>Industry cluster incentives (review and update existing programs)</p> <p>Business retention program</p> <p>Expansion assistance</p> <p>Entrepreneurial ecosystem (strengthen &amp; coordinate)</p> <p>Economic Development Branding and marketing</p> | <p>Ease if doing business (permitting licensing, BTR, etc.)</p> <p>Review of K-12 challenges and opportunities</p> <p>Annual business survey to identify commonly perceived barriers to success</p> <p>Review of cost of doing business in Delray (fees, fines, taxes)</p> | <p>Inventory and assessment of available buildings and sites (21-22)</p> <p>Congress Avenue Corridor</p> <p>Establish Industry Cluster districts</p> <p>Reuse of underutilized properties for entrepreneurial activity</p> <p>Incubators and accelerators</p> | <p>Identify new innovative partners to tell and sell Delray Beach</p> <p>Inventory and assess partner programs; CRA, Chamber, DDA, BDB, Enterprise Florida, SBDC, etc. work to create programing where gaps are identified</p> <p>Re-engage the private sector by creating an Economic Development Board or similar collaborative vehicle</p> | <p>Create an environment for inclusive entrepreneurship</p> <p>Target traditionally underinvested areas for wealth and opportunity building initiatives</p> <p>Prioritize place-based investments that integrate economic and workforce development to better connect to regional economies</p> |