



MEMORANDUM

TO: Terrence R. Moore, City Manager

FROM: Duane D'Andrea, Director, Human Resources
Sam Metott, Director, Parks and Recreation
Henry Dachowitz, Director, Finance

DATE: January 30, 2025

SUBJECT: Approval of SEIU Collective Bargaining Agreement

City Staff has tentatively agreed to a collective bargaining agreement (CBA) between the City of Delray Beach and the Service Employees International Union, CTW, CLC, (SEIU). This CBA will be in effect from October 1, 2024, to September 30, 2027. Pursuant to Florida Statutes 447.309 *Collective Bargaining; approval or rejection*, we are seeking the City Commission's approval.

A summary of the major changes are as follows:

1. Wages (Article 11)

In an effort to attract and retain employees, our negotiating team was able to negotiate a comprehensive and equitable wage proposal that was driven by data analysis within our geographical market. In addition, our team focused on a gradual increase to the salary range to ensure that the City will remain competitive with other agencies and municipalities.

In addition, our team negotiated increases to established pay incentives specifically for those hard-to-fill and hard-to-retain positions within the city:

Wage

2024: \$3,500 to base salary and the maximum salary of each pay grade is increased by 5 %

2025: 5.5% increase to base salary and the maximum salary of each pay grade is increased by 5 %

2026: 6.0% increase to base salary and the minimum salary of each pay grade is increased by 5 %

Water Treatment Plant Operators Incentive Pay

- Beginning October 1, 2024, annual one-time incentives will be increased for:
 - Treatment Plant Operator "A": \$2,200
 - Treatment Plant Operator "B": \$1,800
 - Treatment Plant Operator "C": \$1,600
- Beginning October 1, 2024, Treatment Plant Operators who work 2nd and 3rd shifts at the City's Water Treatment Plant will receive an increase in their hourly shift differential:
 - Second shift operators will be paid a \$3.00 per hour shift differential.
 - Third shift operators will be paid a \$4.00 per hour shift differential.

2. Safety and Health (Article 23)

1. Safety shoe allowance from mobile vendor increased to \$200 bi-annually
2. Provided an option for reimbursement up to \$200 if employee purchased shoes from another source.

3. Sick and Vacation Pay-Out Accruals (Article 39)

1. Provide for 1/3 payouts with employee notification of intent to retire two years prior to retirement.
 - a. Provide for 1/3 payments to be deposited tax free into employee's deferred compensation (457) account if the annual limit has not been reached.

4. On-Call/Standby Compensation (Article 41)

1. Increased to \$35 per weekday; \$40 per weekend or holiday.

5. Total Costs

Incremental Cost:

\$ 706,444 for year 1 - Fiscal Year 2024-2025

\$1,281,855 for year 2 - Fiscal Year 2025-2026

\$1,944,797 for year 3 - Fiscal Year 2026-2027

Total Economic Proposal: \$3,933,096