



Cover Memorandum/Staff Report

File #: 25-1179

Agenda Date: 9/15/2025

Item #: 7.F.

TO: Mayor and Commissioners
FROM: Duane D'Andrea, Human Resources Director
THROUGH: Terrence R. Moore, ICMA-CM
DATE: September 15, 2025

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DELRAY BEACH AND THE PALM BEACH COUNTY POLICE BENEVOLENT ASSOCIATION, INC. FOR LIEUTENANTS

Recommended Action:

Motion to approve the Collective Bargaining Agreement between the City of Delray Beach and the Palm Beach County Police Benevolent Association, Inc. for Lieutenants.

Background:

City Staff has tentatively agreed to a collective bargaining agreement (CBA) between the City of Delray Beach and the Palm Beach County Police Benevolent Association, Inc., for Lieutenants. This CBA will be in effect retroactively from October 1, 2024, to September 30, 2027.

A summary of the key changes are as follows:

1. Wages (Article 10): The negotiated salary step plan establishes a starting base salary of \$141,997.92 for Lieutenants possessing an Associate Degree (AA) and \$145,121.88 for Lieutenants possessing a Bachelor Degree (BA). The step plan further provides for an annual cost-of-living adjustment (COLA), effective October 1 of each year, and a step increase on each employee's anniversary date of employment. These provisions shall apply to all Lieutenants for the duration of the Agreement.

FY 24/25 Total - \$ 235,973.27

FY 25/26 Total - \$ 363,279.41

FY 26/27 Total - \$ 485,125.85

Total Salary Proposal - \$ 1,084,378.52

The salary increases in year one adjust Lieutenant salaries to address market needs and bring Lieutenants to a salary range that is more competitive in the market.

2. Pension Plan (Article 12): The Deferred Retirement Option Plan (DROP) will be extended from five (5) years to eight (8) years starting January 1, 2026. Those taking advantage of the extended DROP will contribute 3% of their base salary to the pension plan between months 61-96 or until separation of employment. There will be no Cost of Living Adjustments (COLA) to the DROP payments while employees are participating in DROP.

3. Additional changes were made to articles in the CBA to improve the City's ability to manage the Police Department. While many of these changes do not have an economic impact, they will allow the Police Department to improve efficiencies. Article 8 - Management Rights will now authorize psychological evaluations for purposes of determining Fitness for Duty. Article 27 - Comprehensive Drug and Alcohol Testing will now require post-accident drug and alcohol testing under specified conditions.

City Attorney Review:

Approved as to form and legal sufficiency.

Funding Source/Financial Impact:

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FY 25/26 Total - \$ 363,279.41

FY 26/27 Total - \$ 485,125.85

Total Salary Proposal - \$ 1,084,378.52

Timing of Request:

This is a time sensitive item as the collective bargaining agreement stipulates implementation on October 1, 2024. Commission approval is required for implementation.