



## Cover Memorandum/Staff Report

---

**File #:** 22-695

**Agenda Date:** 6/7/2022

**Item #:** 7.C.

---

**TO:** Mayor and Commissioners  
**FROM:** Duane D'Andrea, Human Resources Director  
**THROUGH:** Terrence R. Moore, ICMA-CM  
**DATE:** June 7, 2022

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DELRAY BEACH, FLORIDA AND THE POLICE BENEVOLENT ASSOCIATION INC, (DELRAY BEACH OFFICERS AND SERGEANTS)

**Recommended Action:**

Motion to approve the Collective Bargaining Agreement between the City of Delray Beach, Florida and the Police Benevolent Association Inc, (Delray Beach Officers and Sergeants).

**Background:**

City Staff has tentatively agreed to a collective bargaining agreement (CBA) between the City of Delray Beach and the Police Benevolent Association Inc, (Delray Beach Officers and Sergeants). This CBA will be in effect from October 1, 2021 to September 30, 2024.

The City and the Union have engaged in extensive negotiations in order to allow the parties to enter into a new collective bargaining agreement. The new agreement which expired on September 30, 2021 remains materially unchanged with the following exceptions:

1. Wages

The City and Union have negotiated a three-year agreement that provides the Delray Beach Police Officers and Sergeants a comprehensive, fair, and equitable salary step plan.

This step plan brings the Delray Beach Officers and Sergeants to a competitive wage within the County and adjusts police officers and sergeant's salaries to address market needs and bring our officers and sergeants to a salary range within the top three (3) in Palm Beach County.

2. Hospitalization

The City and Union have negotiated that the employee will contribute on same said terms as other employees for any future employee ( and family / dependent) health insurance rates moving forward.

3. Pension Plan Matters

The City and the Union have negotiated that the pension multiplier for employees hired on

or after July 7, 2015 will move from 2.75 % to 3.0 %.

Employees in this group will move from a 9 % contribution rate to a 10% contribution rate.

4. Sick and Vacation

The City and Union have negotiated that the sick and vacation accruals are in line with accruals for IAFF and SEIU.

5. Take Home Vehicle Plan

The City and the Union negotiated a rate increase to be realized biweekly for those who participate in the take home vehicle plan. The rate is base upon location of home of record to Delray Beach City Limits.

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

This CBA will be in effect retroactively from October 1, 2021 through September 30, 2024. Pursuant to Florida Statutes 447.309 Collective Bargaining; approval or rejection - staff is now seeking Commission approval.

**City Attorney Review:**

Approved as to form and legal sufficiency.

**Funding Source/Financial Impact:**

Incremental Cost for Year One     \$ 1,560,872

Incremental Cost for Year Two     \$ 610,792

Incremental Cost for Year Three     \$1,011,359

Total Cost                             \$ 3,183,023

FY 2022     \$ 1,560,872

FY 2023     \$ 2,171,664

FY 2024     \$ 3,183,023

Total Cost     \$ 6,915,558