



MEMORANDUM

TO: Mayor and Commissioners

FROM: Duane D'Andrea, Asst. Director, Human Resources
Suzanne Fisher, Director, Parks and Recreation
Joseph Frantz, Deputy Director, Public Works
Victor Majtenyi, Deputy Director, Utilities

THROUGH: Mark R. Lauzier

DATE: November 20, 2018

SUBJECT: Approval of 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, Florida Public Services Union, CTW, CLC. (SEIU) 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 10)

Delray beach completed a wage survey amongst local municipalities and found that there were several positions as well as minimum and maximum rates that were not competitive.

To correct these concerns listed above our team negotiated a comprehensive, fair, and equitable wage package. This package brings the employees represented by the SEIU to a competitive wage within the County and surrounding area.

2. Sick Leave (Article 16)

Employees covered under this agreement will now be able to participate in the Employee Sick Leave Incentive Program just as all other employees do.

FY 18/19 Total - \$634,887
FY 19/20 Total - \$285,459
FY 20/21 Total - \$299,183
Total Salary Proposal - \$1,219,529

The salary increases in year one adjusts minimum and maximum rates for all positions as well as job grades for fourteen (14) positions that were found to not be competitive within the survey.

In addition to the changes above that have an economic impact, there were changes made to several articles within the CBA that improves the City's ability to manage several departments. While many of these changes will not have an economic impact, they will allow for improved efficiencies. These improved efficiencies will provide the best possible service for the citizens of Delray Beach.