



## Legislation Text

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**TO: Mayor and Commissioners**  
**FROM: Duane D'Andrea, Asst. Director, Human Resources Department**  
**THROUGH: Mark R. Lauzier, City Manager**  
**DATE: November 27, 2018**

APPROVAL OF COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF DELRAY BEACH AND THE SERVICE EMPLOYEES INTERNATIONAL UNION, FLORIDA PUBLIC SERVICES UNION, CTW, CLC.

**Recommended Action:**

Motion to approve Collective Bargaining Agreement between the City of Delray Beach and the Service Employees International Union, Florida Public Services Union, CTW, CLC.(SEIU).

**Background:**

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.

**City Attorney Review:**

The agreement was approved as to form and legal sufficiency by the City's labor counsel.

**Funding Source/Financial Impact:**

Already funded across all department's budgets

**Time of Request:**

This request is time sensitive.