



City of Boynton Beach Agenda Item Request Form

Meeting Date: 08/25/2026

Proposed Resolution No. R26-131- Approve an amendment to the Collective Bargaining Agreements between the City of Boynton Beach and the Palm Beach County Police Benevolent Association Police Officers & Detectives, Police Sergeants, and Police Captain Units regarding physicals and life insurance.

Requested Action: Staff recommends approval of Proposed Resolution No. R26-131.

Explanation of Request:

The City of Boynton Beach and the Palm Beach County Police Benevolent Association Police Officers & Detectives, Police Sergeants, and Police Captains Units have reached an agreement on an amendment to their current Collective Bargaining Agreement (CBA):

1. **Physicals (Article 15 – Annual Occupational Fitness Exams):** Amends the provision to require bargaining unit members to attend and participate in an occupational fitness evaluation as scheduled, once per year of the agreement. The amendment also permits members to voluntarily participate in a whole-body MRI scan once per term of the agreement.
2. **Life Insurance (Article 16 – Group Insurance):** Increases the term life and accidental death insurance benefit provided to bargaining unit members as follows:
 1. Police Officers & Detectives - \$35,000 to \$200,000 .
 2. Police Sergeants - \$60,000 to \$250,000
 3. Police Captains - \$60,000 to \$250,000

This amendment, if approved, would be effective October 1, 2026, through September 30, 2028, coinciding with the remaining term of the agreement.

How will this affect city programs or services? The proposed amendments will have no negative impact on City programs and services. Article 15 formalizes the annual occupational fitness evaluation requirement and adds a voluntary whole-body MRI option. Article 16 increases life and accidental death insurance benefits for bargaining unit members while reducing the premium cost to the City. These changes improve employee benefits and health monitoring

Budgeted Item: Yes

Account Line Item and Description: Multiple accounts

Fiscal Impact:

This item saves the City approximately \$52,804 annually (9.1%) reducing the total estimated annual employer-paid premium for Basic Life & AD&D, Retiree Life, STD, and LTD from \$579,482 to \$526,678, while simultaneously increasing life insurance coverage for every employee classification and closing the disability coverage gap for higher-earning employees. Optional (Voluntary) Group Life, Dependent Life, and AD&D coverage are fully employee-paid and have no net fiscal impact to the City.

Attachments:

[R26-131 Agenda_Item_4891-](#)

[2026_Resolution_for_PBC_PBA_Collective_Bargaining_Agmts_Amendment.docx](#)

[Exhibit A to Resolution - Signed_by_PBA 1.pdf](#)