



City of Boynton Beach Agenda Item Request Form

Meeting Date: 09/18/2025

Proposed Resolution No. R25-254- Approve and ratify the Collective Bargaining Agreements between the Palm Beach County Police Benevolent Association Police Officers & Detectives and the City.

Proposed Resolution No. R25-255- Approve and ratify the Collective Bargaining Agreements between the Palm Beach County Police Benevolent Association Police Sergeants and the City.

Proposed Resolution No. R25-256- Approve and ratify the Collective Bargaining Agreements between the Palm Beach County Police Benevolent Association Police Captains and the City.

Requested Action: Staff recommends approval of Proposed Resolution No. R25-254, Proposed Resolution No. R25-255, and Proposed Resolution No. R25-256.

Explanation of Request: The term of the Collective Bargaining Agreements for the aforementioned units is expiring on September 30, 2025. The City and the Unions bargained and tentatively agreed to successor Agreements for a three-year term from October 1, 2025, through September 30, 2028.

The PBA held a ratification vote for the proposed Agreement on September 9 & September 10, 2025, and the Agreement was approved as follows:

Officers & Detectives: 82-0

Sergeants: 18-0

Captains: 6-0

As the final step in the collective bargaining process, staff is recommending that the Commission approve/ratify the successor agreements for implementation.

How will this affect city programs or services? Having successor Agreements in place will provide bargaining unit employees and management with guidance on the current terms and conditions of employment in effect.

Budgeted Item: Yes

Account Line Item and Description: 001-2110-521.12-10 (Uniform Services)
001-2111-521.12-10 (Office of the Chief)

001-2112-521.12-10 (Support Services)

103-2110-521.12-10 (Traffic Fund)

Fiscal Impact: Agreement Highlights and High Level Summary

Wages:

Police Officers & Detectives

Year 1 (FY 25/26) - 5% base wage increase.

Year 2 (FY 26/27) - 5% base wage increase.

Year 3 (FY 27/28) - 5% base wage increase.

Police Sergeants

Year 1 (FY 25/26) - 5% base wage increase.

Year 2 (FY 26/27) - 5% base wage increase.

Year 3 (FY 27/28) - 5% base wage increase.

Police Captains

Year 1 (FY 25/26) - 4% base wage increase.

Year 2 (FY 26/27) - 4% base wage increase.

Year 3 (FY 27/28) - 5% base wage increase.

Assignment Pay:

- Increase from 7% to 10% for Police Officers assigned to the Field Training Program. This program utilizes Officers to train newly employed personnel in the field.
- Addition of 10% assignment pay for Police Officers assigned to the Emergency Field Force when engaged and/or responding to civil unrest.

Additional Monetary Benefits:

- Language Proficiency Incentive - Addition of Portuguese and Sign Language.

Group Insurance:

- Language changes to reflect current benefit plans offered by the City.

Pension:

- Language updates to reflect current ordinance.

Promotions:

- Defined promotion process for the rank of Police Sergeant and Police Captain.

Drug Free Workplace Policy:

- Update of entire article to reflect the City's current Drug Free Workplace policy.

Attachments:

[R25-254 Agenda_Item_3654-](#)

[2025_Resolution_for_PBA_Police_Officers___Detectives_Collective_Bargaining_Agmt.docx](#)

[R25-255 Agenda_Item_3654-](#)

[2025_Resolution_for_PBA_Police_Sergeants_Collective_Bargaining_Agmt.docx](#)

R25-256 Agenda_Item_3654-

2025_Resolution_for_PBA_Police_Captains_Collective_Bargaining_Agmt.docx

PBA Police Officers & Detectives - 2025-10-01 - 2028-09-30.pdf

PBA Police Sergeants - 2025-10-01 - 2028-09-30.pdf

PBA Police Captains - 2025-10-01 - 2028-09-30.pdf