



RESOLUTION NO. 25-020

A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF HIGHLAND BEACH, FLORIDA, ADOPTING A MERIT INCREASE POLICY FOR NON-UNION EMPLOYEES EXCLUDING FIRE RESCUE SHIFT PERSONNEL AND AMENDING THE TOWN OF HIGHLAND BEACH SALARY TABLE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Highland Beach, Florida, is a duly constituted municipality having such power and authority conferred upon it by the Florida Constitution and Chapter 166, Florida Statutes; and,

WHEREAS, the Town of Highland Beach has a ratified union collective bargaining agreement with the PBA for the Town's unionized workforce; and,

WHEREAS, the Town of Highland approved a salary step plan for Fire Rescue shift personnel with the establishment of the Fire Rescue Department through September 30, 2026; and,

WHEREAS, to better ensure that the Town recognizes the value of its non-unionized employees who are not fire rescue shift personnel, the Town wishes to adopt a merit increase resolution for its non-unionized employees, excluding fire rescue shift personnel for fiscal year (FY) 2026; and,

WHEREAS, to further enhance its ability to retain and recruit various position types and classifications within South Florida region, the Town recognizes the need to update its FY 2025 Salary Table to be competitive with similarly situated municipalities and to recognize regional economic changes.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COMMISSION OF THE TOWN OF HIGHLAND BEACH, FLORIDA, THAT:

SECTION 1. The Town Commission hereby establishes the following merit increase policy for non-unionized employees (excluding Fire Rescue Shift Personnel) (hereafter "Eligible Employees") during FY 2026:

An annual evaluation is to be completed for each Eligible Employee. For each Eligible Employee obtaining an evaluation that “meets expectations” or “exceeds expectations” for all categories on the evaluation, he or she shall receive a six (6%) percent merit increase to his or her salary to be paid out over 26 pay periods. This policy is only for the Town’s FY 2026 and shall not have any impact on future fiscal years.

SECTION 2. The Town Commission hereby amends the Town of Highland Beach FY 2025 Salary Table to adjust the minimum, midpoint and maximum salary amounts listed for each of the pay grades (10-38) pursuant to the 12-month Consumer Price Index for All Urban Consumers (CPI-U) for Miami-Fort Lauderdale-West Palm Beach (Series ID No. CUURA320SA0), not seasonally adjusted, published by the United States Bureau of Labor Statistics on September 11, 2025 to be effective September 30, 2025.

SECTION 3. This resolution shall become effective upon the start of the Town’s FY 2025-2026 budget on October 1, 2025.

DONE AND ADOPTED by the Town Commission of the Town of Highland Beach, Florida, on this 21st day of August 2025.

Natasha Moore, Mayor

ATTEST:

**REVIEWED FOR LEGAL
SUFFICIENCY:**

Lanelda Gaskins, MMC
Town Clerk

Leonard G. Rubin, Town Attorney

YES NO

VOTES:

Mayor Natasha Moore
Vice Mayor David Stern
Commissioner Evalyn David
Commissioner Donald Peters
Commissioner Judith Goldberg