NEW CASTLE COUNTY COUNCIL
COUNCIL MEETING

May 23, 2023
6:30 PM

VIRTUAL ZOOM WEBINAR MEETING &**
LOUIS L. REDDING CITY/COUNTY BUILDING
1ST FLOOR COUNCIL CHAMBERS
800 N. FRENCH STREET, WILMINGTON, DE 19801

REVISED AGENDA

A. Call to Order

- **Moment of Silence**
- **Pledge of Allegiance**
- **Roll Call**

B. Approval of Minutes

C. Announcements

D. Introduction of Ordinances

°23-056: AMEND THE FY2023 CAPITAL PROGRAM AND BUDGET: APPROPRIATE $60,000 IN FUNDING RECEIVED FROM THE STATE OF DELAWARE FISCAL YEAR 2023 BOND AND CAPITAL IMPROVEMENTS ACT TO THE DEPARTMENT OF PUBLIC WORKS, GAME COURT IMPROVEMENTS 2021 CAPITAL PROJECT Introduced by: Mr. Sheldon

°23-057: TO AMEND THE PAY PLAN AND RATES OF PAY FOR CLASSIFIED SERVICE EMPLOYEES REPRESENTED BY THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME, AFL-CIO, AFFILIATE LOCAL 1607, TO REVISE THE POSITION TITLE OF CODE INSPECTOR TO BUILDING AND SITE INSPECTOR AND TO APPROVE THE REVISED CLASS SPECIFICATION Introduced by: Ms. Hartley-Nagle

°23- 058: AMEND THE GRANTS BUDGET: APPROPRIATE $2,383,060 FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND $350,000 IN ESTIMATED PROGRAM INCOME TO THE COMMUNITY DEVELOPMENT BLOCK GRANT FY2024, WHICH WILL BE ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING Introduced by: Mr. Hollins , Mr. Street

°23-059: AMEND THE GRANTS BUDGET: FOR FY2024, APPROPRIATE FEDERAL FUNDS OF $211,372 FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) TO THE EMERGENCY SOLUTIONS GRANT FY2024, WHICH WILL BE ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING Introduced by: Mr. Hollins, Mr. Street

°23-060: AMEND THE GRANTS BUDGET: FOR FY2024, APPROPRIATE FEDERAL FUNDS OF $1,131,733 FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND ESTIMATED PROGRAM INCOME OF $50,000 TO THE FY2024 HOME INVESTMENT PARTNERSHIP PROGRAM (HOME), WHICH IS ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING Introduced by: Mr. Hollins, Mr. Street

°23-061: AMEND THE PAY PLANS AND RATES OF PAY FOR ALL EMERGENCY COMMUNICATIONS CLASSIFICATIONS Introduced by: Ms. Hartley-Nagle

°23-062: AMEND THE PAY PLAN AND RATES OF PAY FOR CLASSIFIED SERVICE EMERGENCY SERVICES EMPLOYEES REPRESENTED BY THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME, AFL-CIO, AFFILIATE LOCAL 3911 Introduced by: Ms. Hartley-Nagle

°23-063: AMEND THE PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES, NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE, NON-UNION CLASSIFIED SERVICE ROW OFFICE EMPLOYEES AND NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES Introduced by: Ms. Hartley-Nagle

°23-064: AMEND THE GRANTS BUDGET: APPROPRIATE FUNDING FROM THE NEW CASTLE COUNTY COUNCIL FY2023 APPROVED OPERATING BUDGET TO THE SENIOR HOME REPAIR PROGRAM GRANT, WHICH IS ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES Introduced by: Mr. Tackett, Mr. Smiley, Ms. George

°23-065: AMEND THE GRANTS BUDGET: APPROPRIATE FUNDING FROM NEW CASTLE COUNTY COUNCIL FY2023 APPROVED OPERATING BUDGET TO THE 2023 NEW CASTLE COUNTY YOUTH EMPLOYMENT GRANT, WHICH IS ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY RESOURCES Introduced by: Mr. Street

°23-066: AMEND THE FY2023 APPROVED OPERATING BUDGET: REDUCE THE GRANTS AND FIXED CHARGES BUDGET LINE ITEM OF COUNTY COUNCIL TO PROVIDE FUNDING FOR NEW CASTLE COUNTY GRANTS Introduced by: Mr. Tackett, Mr. Smiley, Ms. George, Mr. Street

°23-067: AMEND THE FY2023 APPROVED OPERATING BUDGET: APPROPRIATE $2,500,000 FROM THE GENERAL FUND TAX STABILIZATION RESERVE ACCOUNT TO THE DEPARTMENT OF PUBLIC SAFETY TO FUND SALARIES Introduced by: Mr. Smiley, Mr. Cartier

°23-068: AMEND THE GRANTS BUDGET: AUTHORIZE THE COUNTY EXECUTIVE TO SIGN AN AGREEMENT AND APPROPRIATE $75,504 FROM THE STATE OF DELAWARE, DEPARTMENT OF TRANSPORTATION TO THE MILL CREEK FIRE COMPANY TRAFFIC SAFETY VEHICLES GRANT FOR THE DEPARTMENT OF PUBLIC SAFETY Introduced by: Mr. Bell, Ms. Hartley-Nagle

E. Reports from Select and Special Committees

F. Consent Calendar

R23-092: CONGRATULATING HUNTER PAULSON FOR ACHIEVING THE RANK OF EAGLE SCOUT Introduced by: Mr. Cartier

NOTE: If an item on the Consent Calendar is objected to by a Council member, or a member of the public wishes to obtain additional information about the candidate or proposed legislation, or if a

Councilmember intends to offer an amendment to a resolution, seek additional information, or state a conflict, it shall be removed from the Consent Calendar and voted upon separately.

G. Presentations

H. Consideration of Resolutions Removed from the Consent Calendar and Other Resolutions

R23-093: AUTHORIZING THE COUNTY EXECUTIVE TO SIGN THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME (AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES) (AFL-CIO), AND ITS AFFILIATE LOCAL 3911, COLLECTIVE BARGAINING AGREEMENT Introduced by: Ms. Hartley-Nagle

R23-094: PLAN OF WINCHELSEA; ST. GEORGES HUNDRED; EAST SIDE OF JAMISON CORNER ROAD, 2550 FEET NORTH OF BOYDS CORNER ROAD; MAJOR LAND DEVELOPMENT PLAN THAT PROPOSES TO SUBDIVIDE THE PROPERTY INTO 336 AGE-RESTRICTED LOTS WITH ASSOCIATED IMPROVEMENTS; ST ZONING; APPLICATION NO. 2020-0577; COUNCIL DISTRICT 12 Introduced by: Mr. Bell

R23-070: (STATUS: TO BE TABLED) ADOPTING THE NEW CASTLE COUNTY CAPITAL PROGRAM FOR FISCAL YEAR 2024 THROUGH 2029 Introduced by: Mr. Smiley, Mr. Cartier

I. Consideration of Ordinances

°23-054: APPROPRIATE $190,000 FROM THE GARSTIN TRUST PORTFOLIO TO THE GARSTIN TRUST FUND IN ORDER TO FUND PARK MAINTENANCE FOR FISCAL YEAR 2024, TO BE ADMINISTERED BY THE DEPARTMENT OF PUBLIC WORKS Introduced by: Mr. Sheldon

°23-055: AMEND THE FY2023 CAPITAL PROGRAM AND BUDGET: APPROPRIATE $55,340 IN FUNDING RECEIVED FROM THE STATE OF DELAWARE FISCAL YEAR 2023 BOND AND CAPITAL IMPROVEMENTS ACT TO THE DEPARTMENT OF PUBLIC WORKS, JESTER WALKING PATH CAPITAL PROJECT Introduced by: Mr. Sheldon, Ms. Durham

°23-039: (STATUS: TABLED) THE ANNUAL REVENUE ORDINANCE OF NEW CASTLE COUNTY FOR FISCAL YEAR 2024 BEGINNING JULY 1, 2023
Introduced by: Mr. Smiley, Mr. Cartier

°23-040: (STATUS: TABLED) CALCULATION OF SEWER SERVICE CHARGES EFFECTIVE JULY 1, 2023 FOR FISCAL YEAR 2024 Introduced by: Mr. Smiley, Mr. Cartier

°23-041**:** (STATUS: TABLED) AN ORDINANCE AUTHORIZING THE ISSUANCE OF GENERAL OBLIGATION BONDS OF NEW CASTLE COUNTY FOR THE PURPOSE OF FINANCING CERTAIN CAPITAL PROJECTS APPROVED IN THE FISCAL YEAR 2024 CAPITAL BUDGET Introduced by: Mr. Smiley, Mr. Cartier

°23-042: (STATUS: TABLED) THE CAPITAL BUDGET ORDINANCE OF NEW CASTLE COUNTY FOR THE FISCAL YEAR BEGINNING JULY 1, 2023 Introduced by: Mr. Smiley, Mr. Cartier

°23-043: (STATUS: TABLED) ADOPT THE ANNUAL OPERATING BUDGET OF NEW CASTLE COUNTY FOR THE FISCAL YEAR BEGINNING JULY 1, 2023 Introduced by: Mr. Smiley, Mr. Cartier

J. Time Sensitive Congratulatory/Honorary Resolutions

R23-095: HONORING THE LIFE OF IRENE S. HOJNICKI AND EXPRESSING CONDOLENCES TO HER FAMILY AND FRIENDS Introduced by: Mr. Smiley, Mr. Bell, Mr. Carter,

Mr. Cartier, Ms. Durham, Ms. George, Ms. Hartley-Nagle, Mr. Hollins, Ms. Kilpatrick, Mr. Sheldon, Mr. Street, Mr. Tackett, Mr. Toole

R23-096: RECOGNIZING NATIONAL EMERGENCY MEDICAL SERVICES WEEK "WHERE EMERGENCY CARE BEGINS" May 21-27, 2023 Introduced by: Mr. Bell, Ms. Hartley-Nagle

K. Introduction/Consideration of Emergency Ordinances

L. Public Comment/Other

M. Motion to Adjourn

REVISED AGENDA POSTED: May 17, 2023
AGENDA POSTED: May 16, 2023

*The revised agenda was posted less than (7) seven days in advance of the meeting to include the addition of R23-070, which is the Capital Program for FY2024 through FY2029 and was inadvertently left off the agenda. It was tabled at the 4/11/23 Council meeting and is part of the budget legislation that must be considered at the 5/23/2023 Council meeting.

The agenda is posted (7) seven days in advance of the scheduled meeting in compliance with 29 *Del. C.* Section 10004(e)(2). The meeting may go into Executive Session to address issues that arise at the time of the meeting.

**Under Title 29, Section 10006A of *Delaware Code*, New Castle County Council is holding this meeting as a telephone and video conference, utilizing zoom Webinar. In addition, this meeting is open to the public in Council Chambers (800 N. French Street, Wilmington, DE 19801). The link to join the meeting via computer, smart device, or smart phone is : https://zoom.us/j/377322142 You may also call into the meeting (audio) using the following call in numbers: 1-312-626-6799 or +1-646-558-8656 or +1-346-248-7799 or +1-669-900-9128 or +1-253-215-8782 or +1-301-715-8592. Then enter the Webinar ID: 377 322 142. If you do not have a good connection with one, please try the others. Additional information regarding phone functionality during the meeting is available at: https://support.zoom.us/hc/en-us/articles/360029527911-Live-Training-Webinars
Meeting materials, including a meeting agenda, legislation to be addressed during the meeting, and other materials related to the meeting are electronically accessible at https://www.nccde.org/2351/Agendas-and-Minutes Members of the public joining the meeting may be provided an opportunity to make comments in real time. A comment period will be administered by a moderator to ensure everyone may have an opportunity to comment.

If permitted to comment, you will not be able to speak until called upon by the moderator. For those appearing virtually, there are functions in the program that allow you to do this. Please see the link in the previous paragraph.

Introduced by: Mr. Sheldon
Date of introduction: May 23, 2023

ORDINANCE NO. 23-056

AMEND THE FY2023 CAPITAL PROGRAM AND BUDGET: APPROPRIATE $60,000 IN FUNDING RECEIVED FROM THE STATE OF DELAWARE FISCAL YEAR 2023 BOND AND CAPITAL IMPROVEMENTS ACT TO THE DEPARTMENT OF PUBLIC WORKS, GAME COURT IMPROVEMENTS 2021 CAPITAL PROJECT

WHEREAS, the Department of Public Works has received documentation certifying that the State of Delaware Fiscal Year 2023 Bond and Capital Improvements Act (151st General Assembly, House Bill 475, signed into law June 30, 2022) has appropriated $60,000 to New Castle County from the State of Delaware, Department of Transportation (DelDOT) through the Community Transportation Fund (CTF); and

WHEREAS, the funding is to assist in repairing the basketball court at Lesher Park.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Capital Budget Ordinance for the fiscal year beginning July 1, 2022 is hereby amended by deleting the material that is stricken and adding the material that is underscored on the attached Exhibit "A."

Section 2. The Capital Program Resolution for the fiscal year beginning July 1, 2022 is hereby amended by adding the material on the attached Exhibit "B," which shall be considered underscored in its entirety.

Section 3. State funding in the amount of $60,000 is appropriated to the Department of Public Works, Game Court Improvements 2021 Capital Project to assist in repairing the basketball court at Lesher Park.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided in 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will appropriate $60,000 in funding received from the State of Delaware Fiscal Year 2023 Bond and Capital Improvements Act (151st General Assembly, House Bill 475, signed into law June 30, 2022) to the Game Court Improvements 2021 Capital Project to assist in repairing the basketball court at Lesher Park.

FISCAL NOTE: This Ordinance, if approved, will amend the FY2023 Capital Budget by appropriating $60,000 in funding received from the State of Delaware Fiscal Year 2023 Bond and Capital Improvements Act (151st General Assembly, House Bill 475, signed into law June 30, 2022) to the Game Court Improvements 2021 Capital Project.

The revised FY2023 Capital Budget amount for the Game Court Improvements 2021 Capital Project will be $1,060,000.

The revised FY2023 New Castle County Capital Budget grand total will be $56,531,591.

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2023

DEPARTMENT OF ADMINISTRATION		
Human Resources Scanning	$	200,000
Information Systems Expansion II		1,075,000
Reassessment 2024	$	7,000,000
Recorder of Deeds HOA Portal		31,500
Subtotal	$	8,306,500
DEPARTMENT OF COUNTY EXECUTIVE		
Executive SF Capital Contingency	$	500,000
Subtotal	$	500,000
DEPARTMENT OF COMMUNITY SERVICES		
Claymont Library	$	(755,992)
Newark Library	$	17,000,000
Subtotal	$	16,244,008
DEPARTMENT OF PUBLIC SAFETY		
Cardiac Monitors 2023	$	472,000
Police Range / EVOC		4,999,670
Public Safety Equipment		416,000
Public Safety Vest Protection Program		235,061
Subtotal	$	6,122,731
DEPARTMENT OF PUBLIC WORKS		
Facilities/Equipment		
Army Creek Landfill Upgrade	$	275,000
Brandywine Library HVAC Upgrade		2,000,000
Fleet Equipment 2021		(604,876)
Fleet Equipment 2023		5,645,858
General Paving		200,000
Government Center Parking Lot		(1,375,000)
Subtotal	$	6,140,982

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2023

DEPARTMENT OF PUBLIC WORKS *(Continued)*

Parks			
Agricultural Preservation		$	1,722
Banning Park Improvements			900,000
Community Redevelopment and Reinvestment 2023			912,089
Game Court Improvements 2021	~~1,000,000~~		1,060,000
General Parkland Improvements			(570,000)
General Parkland Improvements 2021			1,570,000
Greenway Systems			1,690,300
Jester Walking Path			380,340
Middle Run Valley Reforestation			65,000
Open Space Preservation			1,000,000
Play Area Improvements 2021			200,000
Southern Regional Park			4,500,000
Subtotal	~~11,649,451~~	$	11,709,451
Sewer/Stormwater			
Airport Road System Rehabilitation		$	1,250,000
Asset Management			100,000
Backwater Valve Improvement			50,000
Brandywine Hundred South Rehabilitation			(76,089)
Christina River Force Main			(1,340,995)
Countywide Drainage			500,000
DelDOT Coordination Project II			(148,920)
DelDOT Coordination Project 2021			153,727
General Sewer Improvements			396,153
General Stormwater Improvements			(393,415)
General Stormwater Improvements 2022			180,806
Market Street Rehabilitations (Bridge #9)			1,500,000
Public Works Complex			215,000
Pump Station Rehabilitation 2021			(600,000)
Pump Station Rehabilitation 2022-2023			1,600,000
Septage Receiving Station Upgrade			525,000
Sewer Fleet Equipment 2021			(509,680)
Sewer Fleet Equipment 2023			2,259,634
Sewer System Expansion			500,000
Stormwater Basin Renovation			(3,302)
Water Quality Improvement Plans			1,250,000
Wilmington System Rehabilitation			100,000
Subtotal		$	7,507,919
CAPITAL BUDGET TOTAL	**~~56,471,591~~**	**$**	**56,531,591**

EXHIBIT B

PROJECT PROFILES
PUBLIC WORKS - PARKS (continued)

Project Name (Number): Game Court Improvements 2021 (C302108)

Description: Improvements and renovations to existing game courts.

Council Districts: All

Funding Schedule

	Bonds	Federal	State	Other	Total
Prior Authorizations	$ 339,000	$ -	$ -	$ -	$ 339,000
FY2023	1,000,000	-	~~-~~	-	~~1,000,000~~
	-		60,000	-	1,060,000
FY2024	1,000,000	-	-	-	1,000,000
FY2025	100,000	-	-	-	100,000
FY2026	-	-	-	-	-
FY2027	100,000	-	-	-	100,000
FY2028	-	-	-	-	-
Future Years	-	-	-	-	-
Total	**$ 2,539,000**	**$ -**	**$ -**	**$ -**	**$ 2,539,000**
			$ 60,000		**$ 2,599,000**
Available Authorizations:		**$ 199,657**			
Available Funding:		**$ 199,657**			
Operating Budget Impact:		**$ 2,200**			

**Available Authorizations / Funding as of February 28, 2022, net of obligations.*

FY2023 Activity:

Annual selective resurfacing and repair of approximately 22 basketball/tennis courts. Repair basketball court at Lesher Park.

Future Activity:

Minor improvements to court resurfacing.

Introduced by: Ms. Hartley-Nagle
Date of introduction: May 23, 2023

ORDINANCE NO. 23-057

TO AMEND THE PAY PLAN AND RATES OF PAY FOR CLASSIFIED SERVICE EMPLOYEES REPRESENTED BY THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME, AFL-CIO, AFFILIATE LOCAL 1607, TO REVISE THE POSITION TITLE OF CODE INSPECTOR TO BUILDING AND SITE INSPECTOR AND TO APPROVE THE REVISED CLASS SPECIFICATION

WHEREAS, it is recommended by the Department of Land Use that the job title for Code Inspector be changed to Building and Site Inspector to better describe the classification; and

WHEREAS, the class specification for Building and Site Inspector has been updated to include a more focused description of responsibilities in building codes and inspections; and

WHEREAS, the job title for the position of Code Inspector (Pay Grade 20) must also be changed to Building and Site Inspector (Pay Grade 20) on the Pay Plan and Rates of Pay for Classified Service Employees represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 1607; and

WHEREAS, the Chief Human Resources Officer concurs with the recommendation of the Department.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The revised Class Specification for Building and Site Inspector is approved as set forth in Exhibit "A."

Section 2. The Pay Plan and Rates of Pay for Classified Employees represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 1607, effective July 1, 2022 as set forth in Exhibit "B," is hereby amended by adding the material that is underscored and deleting the material that is stricken.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided in 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, revises the position title of Code Inspector (Pay Grade 20) to Building and Site Inspector (Pay Grade 20) on the Pay Plan and Rates of Pay for Classified Service Employees represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 1607 and approves the revised class specification.

FISCAL IMPACT: There will be no discernable fiscal impact upon the adoption of this Ordinance as it only revises the position title and the pay range remains unchanged.

NEW CASTLE COUNTY GOVERNMENT	Number 0510 Page 1 of 2
CLASS SPECIFICATION	Date 09/11/15
Title: CODE INSPECTOR	Approved:

GENERAL STATEMENT OF DUTIES: Inspects all building permit activity to assure compliance with all New Castle County Codes relating to construction; does related work as required.

DISTINGUISHING FEATURES OF THE CLASS: An employee in this class is responsible for inspecting permitted construction projects to assure conformance with a variety of codes such as the building code, plumbing code, mechanical code, safety code, State of Delaware drainage code, and other related codes. This employee is also responsible for inspections of on-site grading and drainage, erosion/sediment controls, storm water management, and reporting unpermitted activity. This employee exercises independent judgement, initiative, and discretion in problem situations, particularly in the field. This employee must keep abreast of new technical developments and engineered systems in the construction field. Depending on the needs of the department, this employee may be required to work extended hours such as early mornings, nights, and weekends. This classification is intended as training until such time as the required ICC certifications are obtained. General supervision is received from a designated supervisor.

EXAMPLES OF WORK: (Illustrative only)

- Refers to building plans and performs field inspections on all categories of permitted activities to assure compliance with provisions of all appropriate New Castle County Codes;
- Consults with architects, builders, job superintendents, tradespeople, and others on construction practices and code applications and refers difficult interpretive questions to the supervisor;
- Inspects area of responsibility for evidence of unpermitted building activity, initiates action to achieve conformance with applicable County Codes, and reports non-conformance to the appropriate supervisor for further action;
- Makes final inspections of permitted construction and lines and grades to ensure that all necessary inspections have been completed satisfactorily to allow the issuance of the Certificate of Occupancy;
- ~~Inspects area of responsibility for evidence of unpermitted building activity, initiates action to achieve conformance with applicable County Codes, and reports non-conformance to the appropriate supervisor for further action;~~
- Maintains current knowledge of technical developments and engineered systems in the construction field;
- Inspects grading of building lots in developments, private lots and commercial sites to assure compliance with approved plans and specifications and erosion/sediment control;
- Maintains a daily log of all work inspected;
- Posts "stop work" orders in accordance with departmental policies;
- Investigates complaints and violations alleging code infractions and/or safety issues relating

to the occupancy or use of a structure and makes necessary reports;
- Maintains records and makes reports as required;
- May be required to appear in court to testify on violations;
- Reviews plans on the job site;
- ~~Inspects projects to assure conformance with record plans and reports results to the appropriate supervisor;~~
- Promotes an ongoing attitude of dedication to excellent public service and ensures that external and internal customers are provided with the highest quality of service;
- Operates a personal computer and other related equipment in the course of the work~~.~~;
- Examines property and measures the structures to verify information contained in plans and specifications, and files the required reports concerning finished areas and the dimensions of the structure for assessment purposes;
- Follows up on code violations to ensure correction and compliance;
- Performs emergency response activities resulting from natural disasters and vehicle damage.

NEW CASTLE COUNTY GOVERNMENT **CLASS SPECIFICATION**	**Number** 0510 23-057 **Page** 1 of 2 **Date** 03/16/23
Title: BUILDING AND SITE INSPECTOR	**Approved:**

~~**NEW CASTLE COUNTY GOVERNMENT**~~ ~~**CLASS SPECIFICATION**~~	~~**Number** 0510~~ ~~**Page** 2 of 2~~ ~~**Date** 09/11/15~~
~~**Title:** CODE INSPECTOR~~	~~**Approved:**~~

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES: Thorough knowledge of construction principles, techniques, and practices; good knowledge of codes and ordinances related to construction; ability to perform inspections of permitted activities to assure conformance with appropriate codes; ability to check and interpret plans, specifications, and blueprints; ability to maintain current knowledge of technical developments in the construction field; ability to communicate courteously and effectively, both verbally and in writing; ability to maintain effective and courteous relations with builders, contractors, and the public; ability to maintain accurate records; excellent ethical standards; integrity.

MINIMUM QUALIFICATIONS: At least three (3) years of experience in construction work in a skilled trade at an apprentice level and possession of a high school diploma or GED; or an equivalent combination of experience, education or training directly related to the required knowledge, skills, and abilities.

ADDITIONAL QUALIFICATIONS: Possession of a valid Delaware Class D driver's license or its equivalent. Successful completion of the following ICC~~/BOCA~~ required disciplines within timeframes specified below, with maintenance of current status in all required areas. All costs associated with ICC~~/BOCA~~ examinations, verification, and subsequent maintenance of current status in such examination areas shall be borne by the employee or applicant, unless specifically outlined in the collective bargaining agreement.

ICC: B1 ~~–~~(Residential Building Inspector) ~~or BOCA equivalent~~ within six months of date of hire or promotion; and
ICC: B2 ~~or~~ (Commercial Building Inspector) ~~or BOCA equivalent~~ within one year of date of hire or promotion; and
ICC: M2 ~~or~~ (Mechanical Inspector) ~~or BOCA equivalent~~ OR P2 ~~–~~(Plumbing Inspector) ~~or BOCA equivalent~~ within 18 months of date of hire or promotion; and

ICC: Remaining M2 (Mechanical Inspector) OR P2 (Plumbing Inspector) ~~and the remaining certification~~ within 24 months of date of hire or promotion.

ADDITIONAL REQUIREMENTS: Must pass a Class III County physical examination and a background check.

NOTE: Any employee who is in this position as of April 1, 2003, shall be exempt from the additional qualifications with the exception of the driver's license.

HISTORY OF REVISIONS:

Established:	07/01/73	Revised:	04/01/03
Revised:	08/25/74	Revised:	04/22/05
Revised:	06/12/89	Revised:	08/17/07
Revised:	01/02/91	Revised:	09/11/15
Revised:	04/01/93	Revised:	03/06/23
Revised:	03/14/94		
Revised:	05/01/99		
~~Revised:~~	~~04/01/03~~		
~~Revised:~~	~~04/22/05~~		
~~Revised:~~	~~08/17/07~~		
~~Revised:~~	~~09/11/15~~		

EXHIBIT B
PAY PLANS AND RATES OF PAY FOR CLASSIFIED SERVICE EMPLOYEES
REPRESENTED BY THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME, AFL-CIO, AFFILIATE LOCAL 1607

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
CLERK	12	27,354	28,721	30,157	31,664	33,245	34,908	36,654	38,486	40,411	42,432
SURVEYOR ASSISTANT	12										
ADMINISTRATIVE SERVICES TECHNICIAN	14	30,157	31,664	33,245	34,908	36,654	38,486	40,411	42,432	44,553	46,780
AUTOMOTIVE PARTS CLERK	14										
CLERK TYPIST	14										
COMPUTER OPERATOR I	14										
JUNIOR ADMINISTRATIVE AIDE	14										
KEY OPERATOR	14										
MICROFILM TECHNICIAN	14										
PUBLIC SAFETY AIDE	14										
ACCOUNT CLERK I	15	31,664	33,245	34,908	36,654	38,486	40,411	42,432	44,553	46,780	49,121
CUSTOMER SERVICES COORDINATOR	15										
DRAFTING TECHNICIAN I	15										
INTERLIBRARY LOAN ASSISTANT	15										
LIBRARY ASSISTANT	15										
STOREKEEPER	15										
COMPUTER OPERATOR II	16	33,245	34,908	36,654	38,486	40,411	42,432	44,553	46,780	49,121	51,578
SURVEY INSTRUMENT OPERATOR	16										
ACCOUNT CLERK II	17	34,908	36,654	38,486	40,411	42,432	44,553	46,780	49,121	51,578	54,157
COURT CLERK	17										
DEPUTY I	17										
PRINCIPAL LIBRARY ASSISTANT	17										
SECRETARY	17										
PUBLIC WORKS DATA TECHNICIAN	17										
DISPATCHER	18	36,654	38,486	40,411	42,432	44,553	46,780	49,121	51,578	54,157	56,864
GRAPHIC ARTS DESIGNER	18										
MAINTENANCE PROGRAM TECHNICIAN	18										
RADIO COMMUNICATOR	18										
SANITARY MAINTENANCE TECHNICIAN	18										
TREASURY CUSTOMER SERVICE REPRESENTATIVE	18										
ACCOUNT CLERK III	19	38,486	40,411	42,432	44,553	46,780	49,121	51,578	54,157	56,864	59,707
ADMINISTRATIVE AIDE	19										
ASSESSMENT TECHNICIAN	19										
ASSESSOR I	19										
BUDGET OFFICE ASSISTANT	19										
LIBRARY SPECIALIST	19										
PARTY CHIEF	19										
PERMIT PROCESS TECHNICIAN	19										
ASSISTANT PROCUREMENT AGENT	20	40,411	42,432	44,553	46,780	49,121	51,578	54,157	56,864	59,707	62,694
BUILDING AND SITE INSPECTOR	20										
CERTIFIED ASSESSOR I	20										
~~CODE INSPECTOR~~	~~20~~										
COMMUNITY DEVELOPMENT HOUSING INSPECTOR	20										
CUSTOMER INFORMATION & ASSISTANCE SPECIALIST	20										
CUSTOMER SERVICE AND INFORMATION TECHNICIAN	20										
DELINQUENT ACCOUNT COLLECTOR	20										
DEPUTY II	20										
DRAFTING TECHNICIAN II	20										
GRAPHIC ARTS DESIGNER II	20										
HOUSING PROGRAM ASSISTANT	20										
MAINTENANCE OFFICE ADMINISTRATOR	20										
PAYROLL ASSISTANT I	20										
PLAN EXAMINER	20										
PUBLIC WORKS INSPECTOR	20										
SANITARY SEWER INFORMATION SPECIALIST	20										
SENIOR OFFICE ASSISTANT	20										
SENIOR SANITARY MAINTENANCE TECHNICIAN	20										
VICTIM'S ASSISTANCE OFFICER	20										

PAY PLANS AND RATES OF PAY FOR CLASSIFIED SERVICE EMPLOYEES
REPRESENTED BY THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME, AFL-CIO, AFFILIATE LOCAL 1607

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
CERTIFIED PERMIT PROCESS TECHNICIAN	21	42,432	44,553	46,780	49,121	51,578	54,157	56,864	59,707	62,694	65,828
CODE ENFORCEMENT OFFICER	21										
CONSTRUCTION INSPECTOR	21										
DRAFTING TECHNICIAN III	21										
ENVIRONMENTAL ANALYST	21										
PLUMBING AND MECHANICAL CODE SUPERVISOR	21										
RIGHT-OF-WAY AGENT	21										
ACCOUNTANT I	22	44,553	46,780	49,121	51,578	54,157	56,864	59,707	62,694	65,828	69,122
ASSESSOR II	22										
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN	22										
HOUSING REHABILITATION SPECIALIST I	22										
OPERATIONS SPECIALIST	22										
SCHOOL CROSSING GUARD SUPERVISOR	22										
ACCOUNTING OPERATIONS ASSISTANT	23	46,780	49,121	51,578	54,157	56,864	59,707	62,694	65,828	69,122	72,577
CENTRAL RECEIVING SUPERVISOR	23										
CENTRAL SERVICES TECHNICIAN	23										
CERTIFIED ASSESSOR II	23										
CERTIFIED BUILDING AND SITE INSPECTOR	23										
CERTIFIED PLAN EXAMINER	23										
CERTIFIED PLUMBING & MECHANICAL PLAN EXAMINER	23										
CERTIFIED PROPERTY MAINTENANCE & HOUSING INSPECT	23										
COMPLAINTS SPECIALIST	23										
CONSTRUCTION INSPECTION SUPERVISOR	23										
EQUESTRIAN PROGRAM COORDINATOR	23										
HOUSING REHABILITATION SPECIALIST II	23										
SURVEY PARTIES SUPERVISOR	23										
TREASURY ASSOCIATE	23										
CHIEF RIGHT-OF-WAY AGENT	24	49,121	51,578	54,157	56,864	59,707	62,694	65,828	69,122	72,577	76,206
CUSTOMER SERVICES SPECIALIST	24										
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST	24										
PUBLIC WORKS CONTRACTS OFFICER	24										
SITE INSPECTIONS SUPERVISOR	24										
STAFF ENGINEER	24										
ACCOUNTANT II	25	51,578	54,157	56,864	59,707	62,694	65,828	69,122	72,577	76,206	80,015
CHIEF CONSTRUCTION INSPECTOR	25										
CHIEF FIELD SUPERVISOR	25										
EQUESTRIAN PROGRAM SUPERVISOR	25										
PROCUREMENT AGENT	25										
SUPERINTENDENT OF WASTEWATER TREATMENT	25										
CIVIL ENGINEER I	26	54,157	56,864	59,707	62,694	65,828	69,122	72,577	76,206	80,015	84,017
DRAFTING AND DESIGN SUPERVISOR	26										
GEOGRAPHIC INFORMATION SYSTEMS ANALYST	26										
PAYROLL ASSISTANT II	26										
PROGRAMMER ANALYST	26										
ARCHITECT	28	59,707	62,694	65,828	69,122	72,577	76,206	80,015	84,017	88,217	92,627
CIVIL ENGINEER II	28										
SENIOR PROCUREMENT AGENT	28										
SEWER MANAGEMENT ENGINEER	28										
SENIOR APPLICATION ENGINEER	28										
CHIEF OF FACILITY MAINTENANCE	30	65,828	69,122	72,577	76,206	80,015	84,017	88,217	92,627	97,260	102,125
CHIEF OF PROJECT MANAGEMENT	30										
CIVIL ENGINEER III	30										
PUBLIC WORKS PROJECT ADMINISTRATOR	30										
CHIEF OF DRAINAGE OPERATIONS	32	72,577	76,206	80,015	84,017	88,217	92,627	97,260	102,125	107,231	112,592
CHIEF OF SITE MANAGEMENT	32										

Effective: 07/01/2022 (Ordinance 20-072)
Revised: 03/09/2021 (Ordinance 21-016)
Revised: 07/25/2022 (Ordinance 22-093)
Revised: 05/09/2023 (Ordinance 23-047)
Revised: xx/xx/xxxx (Ordinance 23-xxx)

Introduced by: Mr. Hollins, Mr. Street
Date of introduction: May 23, 2023

ORDINANCE NO. 23-058

**AMEND THE GRANTS BUDGET:
APPROPRIATE $2,383,060 FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND $350,000 IN ESTIMATED PROGRAM INCOME TO THE COMMUNITY DEVELOPMENT BLOCK GRANT FY2024, WHICH WILL BE ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING**

WHEREAS, the Community Development Block Grant (CDBG) is funded through the U.S. Department of Housing and Urban Development (HUD) and through loan repayments from rehabilitation projects and down payment and settlement loans; and

WHEREAS, the major objectives of the CDBG program include providing financial assistance to moderate to low-income residents of New Castle County, most of which are elderly, to rehabilitate their homes; down payment and settlement help for low to moderate income residents buying their first home; funding to agencies that provide housing support services; grants for emergency repairs; funding for the revitalization of aging neighborhoods throughout the County; and social services; and

WHEREAS, funding has been received from HUD for the continuation of the CDBG program for a forty-eighth year; and

WHEREAS, the County Executive has determined that grants anticipated to be received from the U.S. Department of Housing and Urban Development (HUD) and estimated program income will be sufficient to cover the increase in the Grants Budget as hereinafter amended; and

WHEREAS, Council has determined that the provisions of this Ordinance substantially advance, and are reasonably and rationally related to, legitimate government interests (i.e., promoting the health, safety, morals, convenience, order, prosperity and/or welfare of the present and future inhabitants of this State).

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby amended by adding the material on the attached Exhibits "A," which shall be considered underscored in their entirety.

Section 2. The provisions of this Ordinance shall be effective July 1, 2023.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council

of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: Appropriate federal funds of $2,383,060 from the U.S. Department of Housing and Urban Development (HUD) and $350,000 in estimated program income to be earned in Fiscal Year 2024 to the Community Development Block Grant FY2024, which will be administered by the Department of Community Services, Division of Community Development and Housing.

The Community Development Block Grant (CDBG) is funded through HUD and through loan repayments from rehabilitation projects and down payment and settlement loans. The major objectives of the CDBG program include providing financial assistance to moderate to low-income residents of New Castle County, most of which are elderly, to rehab their homes; down payment and settlement help for low to moderate income residents buying their first home; funding to agencies that provide housing support services; grants for emergency repairs; funding for the revitalization of aging neighborhoods throughout the County; and social services.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating federal funds of $2,383,060 from the U.S. Department of Housing and Urban Development (HUD) and $350,000 in estimated program income to be earned in Fiscal Year 2024 to the Community Development Block Grant FY2024.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget of $2,733,060. This increase will affect FY2024 through FY2031, since the targeted program completion date is September 30, 2030. FY2023 funding was authorized in the amount of $2,456,968 in federal funds and $425,000 in estimated program income for a total of $2,881,968. There is no discernible fiscal impact on the current operating budget.

DEPARTMENT: Community Services **EXHIBIT:** "A"

GRANT TITLE: Community Development Block Grant FY2024 (CDBG) **Ordinance No.** 23-058

PROGRAM TITLE: Community Development Block Grant FY2024 (CDBG)

Expense	Current	Change	Revised
Salaries and Wages	$ 517,611.00	$ -	$ 517,611.00
Benefits	$ 304,470.00	$ -	$ 304,470.00
Training/Civic Affairs	$ 4,000.00	$ -	$ 4,000.00
Communication/Utilities	$ 10,500.00	$ -	$ 10,500.00
Materials/Supplies	$ 23,000.00	$ -	$ 23,000.00
Contractual Services	$ 105,116.00	$ -	$ 105,116.00
Equipment	$ 1,500.00	$ -	$ 1,500.00
Grants/Fixed Charges	$ 1,663,677.00	$ -	$ 1,663,677.00
Land and Structures	$ -	$ -	$ -
Contingency	$ -	$ -	$ -
Operating Transfer Charges	$ 103,186.00	$ -	$ 103,186.00
Operating Transfer Credits	$ -	$ -	$ -
Total	$ 2,733,060.00	$ -	$ 2,733,060.00

Revenue	Current	Change	Revised
Federal	$ 2,383,060.00	$ -	$ 2,383,060.00
State	$ -	$ -	$ -
County	$ -	$ -	$ -
Program Income	$ 350,000.00	$ -	$ 350,000.00
Other	$ -	$ -	$ -
Total	$ 2,733,060.00	$ -	$ 2,733,060.00

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 7/1/2023 **Estimated Program Completion:** 9/1/2030

The Local Match: **Found in (ORG):**

Ordinance Passed: **Date Revised:**

PROGRAM DESCRIPTION:

Funding is provided through the Department of Housing and Urban Development (HUD) to assist low to moderate income residents of New Castle County with various housing support services such as: home rehabilitation, first time homebuyer down payment and settlement help, grants for minor home repairs, the revitalization of aging neighborhoods and other social services.

5/23/2023

Introduced by: Mr. Hollins, Mr. Street
Date of introduction: May 23, 2023

ORDINANCE NO. 23-059

**AMEND THE GRANTS BUDGET:
FOR FY2024, APPROPRIATE FEDERAL FUNDS OF $211,372 FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT (HUD) TO THE EMERGENCY SOLUTIONS GRANT FY2024, WHICH WILL BE ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING**

WHEREAS, the Emergency Solutions Grant FY2024 is part of the U.S. Department of Housing and Urban Development's (HUD) initiative to alleviate homelessness; and

WHEREAS, this grant will provide pass through grant assistance to shelters for operating costs and will also fund homeless prevention activities in New Castle County; and

WHEREAS, the County Executive has determined that grants anticipated to be received from the U.S. Department of Housing and Urban Development (HUD) are sufficient to cover the increase in the Grants Budget as hereinafter amended; and

WHEREAS, Council has determined that the provisions of this Ordinance substantially advance, and are reasonably and rationally related to, legitimate government interests (i.e., promoting the health, safety, morals, convenience, order, prosperity and/or welfare of the present and future inhabitants of this State).

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby amended by adding the material on the attached Exhibit "A," which shall be considered underscored in its entirety.

Section 2. The provisions in this Ordinance shall be effective July 1, 2023.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive

SYNOPSIS: Appropriate federal funds of $211,372 from the U.S. Department of Housing and Urban Development (HUD) to the Emergency Solutions Grant FY2024, which will be administered by the Department of Community Services, Division of Community Development and Housing.

The Emergency Solutions Grant FY2024 will aid shelters for operating costs and will also fund homeless prevention activities in New Castle County. This grant is part of HUD's initiative to alleviate homelessness.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating federal funds of $211,372 from the U.S. Department of Housing and Urban Development (HUD) to the Emergency Solutions Grant FY2024.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget of $211,372 for FY2024, funded by HUD grant awards. This increase will affect FY2024 and FY2025, since the targeted program completion date for this grant is June 30, 2025. FY2023 funding was authorized in the amount of $207,012. There is no discernible fiscal impact on the current operating budget.

DEPARTMENT: Community Services **EXHIBIT:** "A"

GRANT TITLE: Emergency Solutions Grant FY2024 **Ordinance No.** 23-059

PROGRAM TITLE: Emergency Solutions Grant FY2024

Expense	Current	Change	Revised
Salaries and Wages	$ 9,326.00	$ -	$ 9,326.00
Benefits	$ 5,486.00	$ -	$ 5,486.00
Training/Civic Affairs	$ -	$ -	$ -
Communication/Utilities	$ -	$ -	$ -
Materials/Supplies	$ -	$ -	$ -
Contractual Services	$ -	$ -	$ -
Equipment	$ -	$ -	$ -
Grants/Fixed Charges	$ 196,560.00	$ -	$ 196,560.00
Land and Structures	$ -	$ -	$ -
Contingency	$ -	$ -	$ -
Operating Transfer Charges	$ -	$ -	$ -
Operating Transfer Credits	$ -	$ -	$ -
Total	$ 211,372.00	$ -	$ 211,372.00

Revenue	Current	Change	Revised
Federal	$ 211,372.00	$ -	$ 211,372.00
State	$ -	$ -	$ -
County	$ -	$ -	$ -
Program Income	$ -	$ -	$ -
Other	$ -	$ -	$ -
Total	$ 211,372.00	$ -	$ 211,372.00

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 7/1/2023 **Estimated Program Completion:** 6/30/2025

The Local Match: **Found in (ORG):**

Ordinance Passed: **Date Revised:**

PROGRAM DESCRIPTION:

The Emergency Solutions Grant will aid shelters for operating costs and fund homeless prevention activities. The grant is part of HUD's initiative to alleviate homelessness.

5/23/2023

Introduced by: Mr. Hollins, Mr. Street
Date of introduction: May 23, 2023

ORDINANCE NO. 23-060

**AMEND THE GRANTS BUDGET:
FOR FY2024, APPROPRIATE FEDERAL FUNDS OF $1,131,733 FROM THE U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT AND ESTIMATED PROGRAM INCOME OF $50,000 TO THE FY2024 HOME INVESTMENT PARTNERSHIP PROGRAM (HOME), WHICH IS ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING**

WHEREAS, HOME programs are funded from the U.S. Department of Housing and Urban Development (HUD) and program income from the rehabilitation and acquisition of housing and the administration of the program; and

WHEREAS, the families served by HOME programs are low to moderate income households in New Castle County – outside the cities of Wilmington and Newark; and

WHEREAS, the current budget is to rehabilitate homes, which must be in full code compliance for funding, and for subgrantee programs that support housing, including loans; and

WHEREAS, the County Executive has determined that grants anticipated to be received from the U.S. Department of Housing and Urban Development (HUD) and estimated program income will be sufficient to cover the increase in the Grants Budget as hereinafter amended; and

WHEREAS, Council has determined that the provisions of this Ordinance substantially advance, and are reasonably and rationally related to, legitimate government interests (i.e., promoting the health, safety, morals, convenience, order, prosperity and/or welfare of the present and future inhabitants of this State).

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby amended by adding the material on the attached Exhibits "A" through "C," which shall be considered underscored in their entirety.

Section 2. The provisions in this Ordinance shall be effective July 1, 2023.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will appropriate federal funds of $1,131,733 from the U.S. Department of Housing and Urban Development (HUD) and $50,000 in estimated program income to the FY2024 Home Investment Partnerships Program (HOME), which will be administered by the Department of Community Services, Division of Community Development and Housing.

HOME programs are funded from the U.S. Department of Housing and Urban Development (HUD) and program income for the rehabilitation and acquisition of housing and the administration of the program. Families served are low to moderate income households in New Castle County – outside the cities of Wilmington and Newark. The current budget is to rehabilitate homes, which must be in full code compliance for funding, and for subgrantee programs that support housing, including loans.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating federals funds of $1,131,733 from the U.S. Department of Housing and Urban Development (HUD) and $50,000 in estimated program income to the FY2024 Home Investment Partnerships Program (HOME).

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget of $1,181,733 for FY2024, funded by HUD grant awards and estimated program income. This increase will affect FY2024 through FY2029, since the targeted program completion date for this grant is June 30, 2029. FY2023 funding was authorized in the amount of $1,113,204. There is no discernible fiscal impact on the current operating budget.

DEPARTMENT: Community Services **EXHIBIT:** "A"

GRANT TITLE: FY 2024 Home Investment Partnership (HOME) Program Grant **Ordinance No.** 23-060

PROGRAM TITLE: FY 2024 Home Investment Partnership (HOME) Program Grant

Expense	Current	Change	Revised
Salaries and Wages	$97,407.00	$ -	$ 97,407.00
Benefits	$57,296.00	$ -	$ 57,296.00
Training/Civic Affairs	$2,100.00	$ -	$ 2,100.00
Communication/Utilities	$ -	$ -	$ -
Materials/Supplies	$ -	$ -	$ -
Contractual Services	$14,100.00	$ -	$ 14,100.00
Equipment	$ -	$ -	$ -
Grants/Fixed Charges	$1,010,830.00	$ -	$ 1,010,830.00
Land and Structures	$ -	$ -	$ -
Contingency	$ -	$ -	$ -
Operating Transfer Charges	$ -	$ -	$ -
Operating Transfer Credits	$ -	$ -	$ -
Total	$ 1,181,733.00	$ -	$ 1,181,733.00

Revenue	Current	Change	Revised
Federal	$ 1,131,733.00	$ -	$ 1,131,733.00
State	$ -	$ -	$ -
County	$ -	$ -	$ -
Program Income	$ 50,000.00	$ -	$ 50,000.00
Other	$ -	$ -	$ -
Total	$ 1,181,733.00	$ -	$ 1,181,733.00

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 7/1/2023 **Estimated Program Completion:** 6/30/2029

The Local Match: **Found in (ORG):**

Ordinance Passed: **Date Revised:**

PROGRAM DESCRIPTION:

HOME Programs are funded from HUD for housing rehabilitation and acquisition, and administration of the program. Families served are low to moderate income households in New Castle County - outside the cities of Wilmington or Newark. The current budget is to rehabilitate homes to meet code and for subgrantee programs that support housing.

5/23/2023

Introduced by: Ms. Hartley-Nagle
Date of introduction: May 23, 2023

ORDINANCE NO. 23-061

AMEND THE PAY PLANS AND RATES OF PAY FOR ALL EMERGENCY COMMUNICATIONS CLASSIFICATIONS

WHEREAS, the County Executive has recommended amendments to the Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (hereinafter "Local 3911") to reflect wage increases for emergency communications classifications; and

WHEREAS, the County Executive has recommended amendments to the Pay Plan and Rates of Pay for Non-Union Classified Service Employees to reflect a wage increase for the Assistant Chief of Emergency Communications and Chief of Emergency Communications position classifications.

NOW, THEREFORE, THE NEW CASTLE COUNTY COUNCIL HEREBY ORDAINS:

Section 1. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 as set forth in Exhibit "A," all of which shall be considered underscored.

Section 2. The Pay Plan and Rates of Pay for Non-Union Classified Service Employees as set forth in Exhibit "B", is hereby amended by adding the material that is underscored and deleting the material that is stricken.

Section 3. The Pay Plan and Rates of Pay for Non-Union Classified Service Employees for Emergency Communications and Emergency Medical Services as set forth in Exhibit "C", is hereby amended by adding the material that is underscored and deleting the material that is stricken.

Section 4. This Ordinance shall be effective upon adoption by New Castle County Council and approval of the County Executive.

Section 5. It is the intent of the County Council that the provisions of this Ordinance shall be effective retroactive to January 1, 2023.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, amends the Pay Plan and Rates of Pay for the Classified Service Emergency Services Employees represented by Local 3911 effective January 1, 2023 by providing a 10% increase to all steps. Additionally, the Ordinance amends the Pay Plan and Rates of Pay for the Non-Union Classified Employees for the position classifications of Assistant Chief of Emergency Communications and Chief of Emergency Communications effective January 1, 2023 by providing for a $4,200 increase.

It is the intent of the County Council that the provisions of this Ordinance shall be effective retroactive to January 1, 2023.

FISCAL IMPACT: This Ordinance, if approved, amends the Pay Plan and Rates of Pay for the Classified Service Emergency Services Employees represented by Local 3911 effective January 1, 2023 by providing a 10% increase to all steps. Additionally, the Ordinance amends the Pay Plan and Rates of Pay for the Non-Union Classified Employees for the position classifications of Assistant Chief of Emergency Communications and Chief of Emergency Communications effective January 1, 2023 by providing for a $4,200 increase.

The estimated fiscal impact on the Operating Budget for (Salaries/Wages and Benefits) are as follows:

FY2024	$468,251
FY2025	$948,208
FY2026	$1,440,164
FY2027	$1,944,419

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	16.510 34,816	17.335 36,556	18.202 38,383	19.112 40,303	20.067 42,318	21.071 44,435	22.125 46,657	23.231 48,990	24.392 51,438	25.612 54,011	
Emergency Call Operator	16	17.335 36,556	18.202 38,383	19.112 40,303	20.067 42,318	21.071 44,435	22.125 46,657	23.231 48,990	24.392 51,438	25.612 54,011	26.894 56,714	
Emergency Call Operator Coordinator	17	18.202 38,383	19.112 40,303	20.067 42,318	21.071 44,435	22.125 46,657	23.231 48,990	24.392 51,438	25.612 54,011	26.894 56,714	28.239 59,550	
Public Safety Operator I	18	19.112 40,303	20.067 42,318	21.071 44,435	22.125 46,657	23.231 48,990	24.392 51,438	25.612 54,011	26.894 56,714	28.239 59,550	29.651 62,527	18.202 38,383
Public Safety Operator II	19	20.067 42,318	21.071 44,435	22.125 46,657	23.231 48,990	24.392 51,438	25.612 54,011	26.894 56,714	28.239 59,550	29.651 62,527	31.133 65,654	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	21.071 44,435	22.125 46,657	23.231 48,990	24.392 51,438	25.612 54,011	26.894 56,714	28.239 59,550	29.651 62,527	31.133 65,654	32.690 68,937	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	22.125 46,657	23.231 48,990	24.392 51,438	25.612 54,011	26.894 56,714	28.239 59,550	29.651 62,527	31.133 65,654	32.690 68,937	34.324 72,383	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	23.231 48,990	24.392 51,438	25.612 54,011	26.894 56,714	28.239 59,550	29.651 62,527	31.133 65,654	32.690 68,937	34.324 72,383	36.041 76,003	22.125 46,657
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	24.392 51,438	25.612 54,011	26.894 56,714	28.239 59,550	29.651 62,527	31.133 65,654	32.690 68,937	34.324 72,383	36.041 76,003	37.843 79,804	
Telecommunicator IV - Police & Fire/EMS Communications	24	25.612 54,011	26.894 56,714	28.239 59,550	29.651 62,527	31.133 65,654	32.690 68,937	34.324 72,383	36.041 76,003	37.843 79,804	39.736 83,795	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	26.894 56,714	28.239 59,550	29.651 62,527	31.133 65,654	32.690 68,937	34.324 72,383	36.041 76,003	37.843 79,804	39.736 83,795	41.722 87,984	
Emergency Communications Info & Tech Coordinator Emergency Services Team Leader Quality Assurance Coordinator Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical Telecommunications Training Officer Coordinator	26	28.239 59,550	29.651 62,527	31.133 65,654	32.690 68,937	34.324 72,383	36.041 76,003	37.843 79,804	39.736 83,795	41.722 87,984	43.808 92,382	

Effective: 07/01/2022 (Ordinance 20-133)
Revised: 05/17/2021 (Ordinance 21-064)
Revised: 09/01/2022 (Ordinance 22-108)
Revised: 09/14/2022 (Ordinance 23-029)
Revised: 01/01/2023 (Ordinance 23-xxx) - All Non-EMS Classifications increased 10%, maintain 5% increment between Steps

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT B
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES
NOT INCLUDING EMERGENCY COMMUNICATIONS AND EMERGENCY MEDICAL SERVICES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
SENIOR SERVICES TRANS. PROGRAM COORD.	16	33,245	34,907	36,652	38,485	40,409	42,429	44,550	46,778	49,117	51,573
INSURANCE CLAIMS ASSISTANT	17	34,908	36,653	38,486	40,410	42,431	44,553	46,781	49,120	51,576	54,155
SENIOR SERVICES CENTER DIRECTOR	18	36,654	38,487	40,411	42,432	44,554	46,782	49,121	51,577	54,156	56,864
CONFIDENTIAL ASSISTANT HUMAN RESOURCES ASSISTANT	20	40,411	42,432	44,554	46,782	49,121	51,577	54,156	56,864	59,707	62,692
FINANCE INFORMATION SPECIALIST FIRE/MEDICAL COMMUNICATIONS SUPERVISOR POLICE COMMUNICATIONS SUPERVISOR VICTIM'S ASSISTANCE OFFICE COORDINATOR	22	44,553	46,781	49,120	51,576	54,155	56,863	59,706	62,691	65,826	69,117
LAW OFFICE ADMINISTRATOR REGISTER IN CHANCERY OFFICE ADMINISTRATOR STORMWATER INSPECTION SUPERVISOR	23	46,780	49,119	51,575	54,154	56,862	59,705	62,690	65,825	69,116	72,572
CRIME ANALYST LAND USE PARALEGAL PUBLIC INFORMATION SPECIALIST REAL ESTATE COORDINATOR	24	49,121	51,577	54,156	56,864	59,707	62,692	65,827	69,118	72,574	76,203
CUSTOMER INFO. AND ASSISTANCE SUPV. POLICE ACCREDITATION COORDINATOR	25	51,578	54,157	56,865	59,708	62,693	65,828	69,119	72,575	76,204	80,014
ASSISTANT COMMUNITY SERVICES ADMIN. ASSISTANT LAND USE ADMINISTRATOR ENVIRONMENTAL ENGINEER I HUMAN RESOURCES TECHNICIAN INSURANCE ADMINISTRATOR	26	54,157	56,865	59,708	62,693	65,828	69,119	72,575	76,204	80,014	84,015
COMMUNITY GOVERNING ADMINISTRATOR SPORTS AND ATHLETICS ADMINISTRATOR	27	56,864	59,707	62,692	65,827	69,118	72,574	76,203	80,013	84,014	88,215
ENVIRONMENTAL ADMINISTRATOR LAND USE SERVICES ADMINISTRATOR PUBLIC WORKS PROGRAM MANAGER STORMWATER PROGRAM COORDINATOR	28	59,707	62,692	65,827	69,118	72,574	76,203	80,013	84,014	88,215	92,626
PAYROLL SUPERVISOR	29	62,694	65,829	69,120	72,576	76,205	80,015	84,016	88,217	92,628	97,259
~~ASSISTANT CHIEF OF EMERG. COMMUNICATIONS~~ COMMUNITY SERVICES ADMINISTRATOR EMPLOYEE RELATIONS SPECIALIST FINANCE ADMINISTRATION MANAGER HUMAN RESOURCES ADMINISTRATOR LAND USE ADMINISTRATOR OPERATIONS SERVICES MANAGER PARKS DEVELOPMENT PLANNER PENSION AND BENEFITS ADMINISTRATOR PUBLIC WORKS PROJECT MANAGER TRANSPORTATION PLANNER	30	65,828	69,119	72,575	76,204	80,014	84,015	88,216	92,627	97,258	102,121
DEVELOPMENT FACILITATOR PROPERTY ASSESSMENT SERVICES MANAGER	31	69,122	72,578	76,207	80,017	84,018	88,219	92,630	97,262	102,125	107,231
COMMUNITY SERVICES MANAGER DEPARTMENT FINANCE OFFICER INFORMATION SYSTEMS ASSISTANT MANAGER LICENSING MANAGER MANAGEMENT AND PRODUCTIVITY MANAGER PLANNING MANAGER SENIOR FINANCIAL OFFICER	32	72,577	76,206	80,016	84,017	88,218	92,629	97,260	102,123	107,229	112,590

EXHIBIT B
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES
NOT INCLUDING EMERGENCY COMMUNICATIONS AND EMERGENCY MEDICAL SERVICES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ACCOUNTING AND FISCAL MANAGER ASSISTANT LAND USE MANAGER CHIEF PROCUREMENT OFFICER CHIEF OF SPECIAL PROJECTS ENGINEERING SERVICES MANAGER INFORMATION SYSTEMS MANAGER INSURANCE AND LOSS CONTROL MANAGER INTERNAL SERVICES MANAGER PARKS DIVISION MANAGER PENSION PROGRAM MANAGER SEWER OPERATIONS MANAGER STORMWATER & ENVIRONMENTAL PROGS. MGR TREASURY MANAGER	34	80,015	84,016	88,217	92,628	97,259	102,122	107,228	112,589	118,218	124,129
FINANCE LEGAL OFFICER FIRST ASSISTANT COUNTY ATTORNEY HUMAN RESOURCES MANAGER	35	84,017	88,218	92,629	97,260	102,123	107,229	112,590	118,220	124,131	130,338
~~CHIEF OF EMERGENCY COMMUNICATIONS~~ PUBLIC WORKS SENIOR MANAGER DEPUTY CHIEF OF TECHNOLOGY	36	88,217	92,628	97,259	102,122	107,228	112,589	118,218	124,129	130,335	136,852
~~CHIEF OF EMERGENCY MEDICAL SERVICES*~~	~~38~~	~~104,260~~	~~109,123~~	~~114,229~~	~~119,590~~	~~125,220~~	~~131,131~~	~~137,338~~	~~143,855~~	~~150,698~~	~~157,883~~

Effective: 07/01/2022 (Ordinance 20-107)
Revised: 03/16/2021 (Ordinance 21-017)
Revised: 06/28/2022 (Ordinance 22-075, 22-076)
Revised: 09/01/2022 (Ordinance 22-108)
*****Revised: 01/01/2023 (Ordinance 23-XXX)***

EXHIBIT C
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES OF EMERGENCY COMMUNICATIONS AND EMERGENCY MEDICAL SERVICES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ASSISTANT CHIEF OF EMERG. COMMUNICATIONS	30	~~65,828~~ 70,028	~~69,119~~ 73,319	~~72,575~~ 76,775	~~76,204~~ 80,404	~~80,014~~ 84,214	~~84,015~~ 88,215	~~88,216~~ 92,416	~~92,627~~ 96,827	~~97,258~~ 101,458	~~102,121~~ 106,321
CHIEF OF EMERGENCY COMMUNICATIONS	36	~~88,217~~ 92,417	~~92,628~~ 96,828	~~97,259~~ 101,459	~~102,122~~ 106,322	~~107,228~~ 111,428	~~112,589~~ 116,789	~~118,218~~ 122,418	~~124,129~~ 128,329	~~130,335~~ 134,535	~~136,852~~ 141,052
CHIEF OF EMERGENCY MEDICAL SERVICES	38	104,260	109,123	114,229	119,590	125,220	131,131	137,338	143,855	150,698	157,883

Effective: 07/01/2022 (Ordinance 20-107)
Revised: 03/16/2021 (Ordinance 21-017)
Revised: 06/28/2022 (Ordinance 22-075, 22-076)
Revised: 09/01/2022 (Ordinance 22-108) - All Paramedic Classifications increased $7,000
Revised: 01/01/2023 (Ordinance 23-XXX) - Increased $4,200

Introduced by: Ms. Hartley-Nagle
Date of Introduction: May 23, 2023

ORDINANCE NO. 23-062

AMEND THE PAY PLAN AND RATES OF PAY FOR CLASSIFIED SERVICE EMERGENCY SERVICES EMPLOYEES REPRESENTED BY THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME, AFL-CIO, AFFILIATE LOCAL 3911

WHEREAS, the County Executive has recommended amendments to the Pay Plans and Rates of Pay for Classified Service Emergency Services Employees represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (hereinafter "Local 3911") to reflect wage increases agreed to during contract negotiations.

NOW, THEREFORE, THE NEW CASTLE COUNTY COUNCIL HEREBY ORDAINS:

Section 1. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (Non-EMS Classifications), for the period July 1, 2023 through June 30, 2024 as set forth in Exhibit "A", all of which shall be considered underscored in its entirety.

Section 2. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (Non-EMS Classifications), for the period July 1, 2024 through June 30, 2025 as set forth in Exhibit "B", all of which shall be considered underscored in its entirety.

Section 3. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (Non-EMS Classifications), for the period July 1, 2025 through June 30, 2026 as set forth in Exhibit "C", all of which shall be considered underscored in its entirety.

Section 4. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (Non-EMS Classifications), for the period July 1, 2026 through June 30, 2027 as set forth in Exhibit "D", all of which shall be considered underscored in its entirety.

Section 5. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (EMS Classifications), for the period July 1, 2023 through June 30, 2024 as set forth in Exhibit "E", all of which shall be considered underscored in its entirety.

Section 6. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (EMS Classifications), for the period July 1, 2024 through June 30, 2025 as set forth in Exhibit "F", all of which shall be considered underscored in its entirety.

Section 7. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (EMS Classifications), for the period July 1, 2025 through June 30, 2026 as set forth in Exhibit "G", all of which shall be considered underscored in its entirety.

Section 8. The Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by Local 3911 (EMS Classifications), for the period July 1, 2026 through June 30, 2027 as set forth in Exhibit "H", all of which shall be considered underscored in its entirety.

Section 9. This Ordinance shall be effective upon adoption by New Castle County Council and approval of the County Executive.

Adopted by County Council of
New Castle County on:

_____
President of County Council
New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, puts into effect the wage increases resulting from the County's negotiations with Local 3911. This four-year agreement defines the wages and other terms of employment for the bargaining unit effective July 1, 2023 through June 30, 2027. It provides for a 2.5% wage increase for the period July 1, 2023 through June 30, 2024; 2.5% wage increase for the period July 1, 2024 through June 30, 2025; 2.5% wage increase for the period July 1, 2025 through June 30, 2026; and a 2.5% wage increase effective July 1, 2026. The agreement also includes a Paygrade change for the positions of Emergency Communications Info & Tech Coordinator, Quality Assurance Coordinator and Telecommunications Training Officer Coordinator from Paygrade 26 to Paygrade 28 effective July 1, 2023.

FISCAL NOTE: This Ordinance, if approved, adopts a new pay plan and rates of pay for the Classified Service Emergency Services Employees represented by Local 3911.

The estimated fiscal impacts (Salaries/Wages and Benefits) of the Collective Bargaining agreement for the period of July 1, 2023 through June 30, 2027 are as follows:

FY2024	$933,055
FY2025	$1,889,462
FY2026	$2,869,737
FY2027	$3,874,524

EXHIBIT A

R23-062

Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel

Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	16.923 35,687	17.768 37,470	18.657 39,343	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	
Emergency Call Operator	16	17.768 37,470	18.657 39,343	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	
Emergency Call Operator Coordinator	17	18.657 39,343	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	
Public Safety Operator I	18	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	18.657 39,343
Public Safety Operator II	19	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	22.678 47,823
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	
Telecommunicator IV - Police & Fire/EMS Communications	24	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	40.729 85,890	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	40.729 85,890	42.765 90,183	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	40.729 85,890	42.765 90,183	44.903 94,692	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	31.839 67,142	33.431 70,500	35.103 74,024	36.858 77,726	38.701 81,612	40.636 85,694	42.668 89,979	44.802 94,479	47.042 99,201	49.394 104,161	

Effective: 07/01/2023 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT B
Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	17.346 36,579	18.213 38,407	19.123 40,327	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	
Emergency Call Operator	16	18.213 38,407	19.123 40,327	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	
Emergency Call Operator Coordinator	17	19.123 40,327	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	
Public Safety Operator I	18	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	19.123 40,327
Public Safety Operator II	19	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	23.245 49,018
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	
Telecommunicator IV - Police & Fire/EMS Communications	24	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	41.747 88,037	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	41.747 88,037	43.834 92,438	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	41.747 88,037	43.834 92,438	46.026 97,059	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	32.635 68,821	34.267 72,262	35.980 75,875	37.780 79,670	39.668 83,652	41.652 87,836	43.735 92,228	45.922 96,840	48.218 101,681	50.628 106,765	

Effective: 07/01/2024 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT C
Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	17.779 37,493	18.668 39,367	19.601 41,335	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	
Emergency Call Operator	16	18.668 39,367	19.601 41,335	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	
Emergency Call Operator Coordinator	17	19.601 41,335	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	
Public Safety Operator I	18	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	19.601 41,335
Public Safety Operator II	19	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	23.826 50,244
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	
Telecommunicator IV - Police & Fire/EMS Communications	24	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	42.791 90,238	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	42.791 90,238	44.930 94,749	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	42.791 90,238	44.930 94,749	47.176 99,486	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	33.451 70,541	35.124 74,069	36.880 77,772	38.724 81,661	40.660 85,744	42.694 90,032	44.828 94,534	47.070 99,261	49.423 104,223	51.894 109,434	

Effective: 07/01/2025 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT D

Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel

Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	18.224 38,430	19.135 40,351	20.091 42,368	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	
Emergency Call Operator	16	19.135 40,351	20.091 42,368	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	
Emergency Call Operator Coordinator	17	20.091 42,368	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	
Public Safety Operator I	18	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	20.091 42,368
Public Safety Operator II	19	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	24.421 51,500
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	
Telecommunicator IV - Police & Fire/EMS Communications	24	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	43.861 92,494	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	43.861 92,494	46.053 97,117	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	43.861 92,494	46.053 97,117	48.356 101,973	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	34.287 72,305	36.002 75,920	37.802 79,716	39.692 83,703	41.676 87,887	43.761 92,283	45.949 96,897	48.247 101,743	50.659 106,829	53.191 112,170	

Effective: 07/01/2026 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT H
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	46,818	49,160	51,617	54,198	56,910	59,756	62,744	65,881	69,176	72,634	
Paramedic	22	27.159 57,272	28.517 60,136	29.942 63,142	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	25.865 54,545
Paramedic First Class	23	28.517 60,136	29.942 63,142	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	
Paramedic Corporal	24	29.942 63,142	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	
Paramedic Senior Corporal	25	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	
Paramedic Sergeant	26	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	
Paramedic Senior Sergeant	27	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	53.772 113,395	
Emergency Medical Services Lieutenant	28	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	53.772 113,395	56.461 119,064	
Emergency Medical Services Senior Lieutenant	29	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	53.772 113,395	56.461 119,064	59.284 125,018	

Effective: 07/01/2026 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT E
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	43,476	45,650	47,932	50,329	52,847	55,490	58,264	61,177	64,237	67,448	
Paramedic	22	25.219 53,183	26.480 55,842	27.804 58,634	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	24.019 50,650
Paramedic First Class	23	26.480 55,842	27.804 58,634	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	
Paramedic Corporal	24	27.804 58,634	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	
Paramedic Senior Corporal	25	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	
Paramedic Sergeant	26	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	
Paramedic Senior Sergeant	27	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	49.933 105,298	
Emergency Medical Services Lieutenant	28	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	49.933 105,298	52.429 110,563	
Emergency Medical Services Senior Lieutenant	29	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	49.933 105,298	52.429 110,563	55.051 116,091	

Effective: 07/01/2023 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT F
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	44,562	46,791	49,130	51,587	54,168	56,877	59,720	62,707	65,843	69,134	
Paramedic	22	25.850 54,512	27.142 57,238	28.500 60,100	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	24.619 51,917
Paramedic First Class	23	27.142 57,238	28.500 60,100	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	
Paramedic Corporal	24	28.500 60,100	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	
Paramedic Senior Corporal	25	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	
Paramedic Sergeant	26	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	
Paramedic Senior Sergeant	27	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	51.181 107,931	
Emergency Medical Services Lieutenant	28	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	51.181 107,931	53.740 113,327	
Emergency Medical Services Senior Lieutenant	29	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	51.181 107,931	53.740 113,327	56.427 118,994	

Effective: 07/01/2024 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT G
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	45,677	47,961	50,358	52,877	55,522	58,299	61,213	64,274	67,489	70,862	
Paramedic	22	26.496 55,875	27.821 58,669	29.212 61,602	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	25.234 53,214
Paramedic First Class	23	27.821 58,669	29.212 61,602	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	
Paramedic Corporal	24	29.212 61,602	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	
Paramedic Senior Corporal	25	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	
Paramedic Sergeant	26	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	
Paramedic Senior Sergeant	27	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	52.461 110,629	
Emergency Medical Services Lieutenant	28	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	52.461 110,629	55.084 116,160	
Emergency Medical Services Senior Lieutenant	29	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	52.461 110,629	55.084 116,160	57.838 121,968	

Effective: 07/01/2025 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

Introduced by: Ms. Hartley-Nagle
Date of introduction: May 23, 2023

ORDINANCE NO. 23-063

AMEND THE PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES, NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE, NON-UNION CLASSIFIED SERVICE ROW OFFICE EMPLOYEES AND NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES

WHEREAS, the County Council amended the Pay Plan and Rates of Pay for Hourly Rated Classified Service Employees Represented by the Delaware Public Employees Council 81, AFSCME, Affiliate Local 459; and

WHEREAS, the County Council amended the Pay Plan and Rates of Pay for Classified Service Employees Represented by Fraternal Order of Police, New Castle County Lodge No. 5; and

WHEREAS, the County Council amended the Pay Plan and Rates of Pay for Classified Service Employees Represented by Fraternal Order of Police (FOP) Lodge #5 Sworn Deputy Sheriffs; and

WHEREAS, the County Council amended the Pay Plan and Rates of Pay for Fraternal Order of Police, New Castle County Lodge No. 5 Captains, Majors, and Lieutenant Colonel; and

WHEREAS, the County Executive has recommended amendments to the Pay Plan and Rates of Pay for Delaware Public Employees Council 81, AFSCME, Affiliate Local 3911; and

WHEREAS, the County Executive is recommending amendments to the Pay Plan and Rates of Pay for Non-Union Classified Service Employees, Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Officer, Pay Plan and Rates of Pay for Non-Union Classified Service Row Office Employees and the Pay Plan and Rates of Pay for Non-Union Unclassified Service Row Office Employees.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Pay Plan and Rates of Pay for Non-Union Classified Service Employees, for the period July 1, 2023 through June 30, 2024 as set forth in Exhibit "A," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 2. The Pay Plan and Rates of Pay for Non-Union Classified Service Employees, effective July 1, 2024 through June 30, 2025 as set forth in Exhibit "B," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 3. The Pay Plan and Rates of Pay for Non-Union Classified Service Employees, effective July 1, 2025 through June 30, 2026 as set forth in Exhibit "C," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 4. The Pay Plan and Rates of Pay for Non-Union Classified Service Employees, effective July 1, 2026 as set forth in Exhibit "D," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 5. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Office, effective July 1, 2022 through June 30, 2023 is hereby amended by adding the material that is underscored as set forth in Exhibit "E," effective retroactive to July 1, 2022.

Section 6. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Office, effective July 1, 2023 through June 30, 2024 as set forth in Exhibit "F," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 7. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Office, effective July 1, 2024 through June 30, 2025 as set forth in Exhibit "G," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 8. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Office, effective July 1, 2025 through June 30, 2026 as set forth in Exhibit "H," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 9. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Office, effective July 1, 2026 as set forth in Exhibit "I," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 10. The Pay Plan and Rates of Pay for Non-Union Classified Service Row Office Employees, effective July 1, 2023 through June 30, 2024 as set forth in Exhibit "J," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 11. The Pay Plan and Rates of Pay for Non-Union Classified Service Row Office Employees, effective July 1, 2024 through June 30, 2025 as set forth in Exhibit "K," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 12. The Pay Plan and Rates of Pay for Non-Union Classified Service Row Office Employees, effective July 1, 2025 through June 30, 2026 as set forth in Exhibit "L," all of which shall be considered underscored.

Section 13. The Pay Plan and Rates of Pay for Non-Union Classified Service Row Office Employees, effective July 1, 2026 as set forth in Exhibit "M," all of which shall be considered underscored.

Section 14. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Row Office Employees, effective July 1, 2023 through June 30, 2024 as set forth in Exhibit "N," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 15. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Row Office Employees, effective July 1, 2024 through June 30, 2025 as set forth in Exhibit "O," all of which shall be considered underscored, is hereby adopted in its entirety.

Section 16. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Row Office Employees, effective July 1, 2025 through June 30, 2026 as set forth in Exhibit "P," all of which shall be considered underscored.

Section 17. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Row Office Employees, effective July 1, 2026 as set forth in Exhibit "Q," all of which shall be considered underscored.

Section 18. This Ordinance shall become effective immediately upon its adoption by County Council and approval of the County Executive, or as otherwise provided in 9 *Del. C.* §1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, adopts pay plans that put into effect wage increases for Non-Union Classified Service Employees, Non-Union Unclassified Service Employees of the Executive Office, Non-Union Classified Service Row Office Employees and Non-Union Unclassified Service Row Office Employees. It provides for a 2.5% wage increase for the period July 1, 2023 through June 30, 2024; 2.5% wage increase for the period July 1, 2024 through June 30, 2025; 2.5% wage increase for the period July 1, 2025 through June 30, 2026; and a 2.5% wage increase effective July 1, 2026.

FISCAL NOTE: This Ordinance, if approved, adopts pay plans that put into effect wage increases for Non-Union Classified Service Employees, Non-Union Unclassified Service Employees of the Executive Office, Non-Union Classified Service Row Office Employees and Non-Union Unclassified Service Row Office Employees.

The estimated fiscal impacts (Salaries/Wages and Benefits) of the Collective Bargaining agreement for the period of July 1, 2023 through June 30, 2027 are as follows:

FY2024	$576,973
FY2025	$1,168,371
FY2026	$1,774,554
FY2027	$2,395,891

EXHIBIT A
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
SENIOR SERVICES TRANS. PROGRAM COORD.	16	34,077	35,780	37,569	39,448	41,420	43,490	45,664	47,948	50,345	52,863
INSURANCE CLAIMS ASSISTANT	17	35,781	37,570	39,449	41,421	43,492	45,667	47,951	50,348	52,866	55,509
SENIOR SERVICES CENTER DIRECTOR	18	37,571	39,450	41,422	43,493	45,668	47,952	50,350	52,867	55,510	58,286
CONFIDENTIAL ASSISTANT HUMAN RESOURCES ASSISTANT	20	41,422	43,493	45,668	47,952	50,350	52,867	55,510	58,286	61,200	64,260
FINANCE INFORMATION SPECIALIST FIRE/MEDICAL COMMUNICATIONS SUPERVISOR POLICE COMMUNICATIONS SUPERVISOR VICTIM'S ASSISTANCE OFFICE COORDINATOR	22	45,667	47,951	50,348	52,866	55,509	58,285	61,199	64,259	67,472	70,845
LAW OFFICE ADMINISTRATOR REGISTER IN CHANCERY OFFICE ADMINISTRATOR STORMWATER INSPECTION SUPERVISOR	23	47,950	50,347	52,865	55,508	58,284	61,198	64,258	67,471	70,844	74,387
CRIME ANALYST LAND USE PARALEGAL PUBLIC INFORMATION SPECIALIST REAL ESTATE COORDINATOR	24	50,350	52,867	55,510	58,286	61,200	64,260	67,473	70,846	74,389	78,109
CUSTOMER INFO. AND ASSISTANCE SUPV. POLICE ACCREDITATION COORDINATOR	25	52,868	55,511	58,287	61,201	64,261	67,474	70,847	74,390	78,110	82,015
ASSISTANT COMMUNITY SERVICES ADMIN. ASSISTANT LAND USE ADMINISTRATOR ENVIRONMENTAL ENGINEER I HUMAN RESOURCES TECHNICIAN INSURANCE ADMINISTRATOR	26	55,511	58,287	61,201	64,261	67,474	70,847	74,390	78,110	82,015	86,116
COMMUNITY GOVERNING ADMINISTRATOR SPORTS AND ATHLETICS ADMINISTRATOR	27	58,286	61,200	64,260	67,473	70,846	74,389	78,109	82,014	86,115	90,421
ENVIRONMENTAL ADMINISTRATOR LAND USE SERVICES ADMINISTRATOR PUBLIC WORKS PROGRAM MANAGER STORMWATER PROGRAM COORDINATOR	28	61,200	64,260	67,473	70,846	74,389	78,109	82,014	86,115	90,421	94,942
PAYROLL SUPERVISOR	29	64,262	67,475	70,848	74,391	78,111	82,016	86,117	90,423	94,944	99,691
COMMUNITY SERVICES ADMINISTRATOR EMPLOYEE RELATIONS SPECIALIST FINANCE ADMINISTRATION MANAGER HUMAN RESOURCES ADMINISTRATOR LAND USE ADMINISTRATOR OPERATIONS SERVICES MANAGER PARKS DEVELOPMENT PLANNER PENSION AND BENEFITS ADMINISTRATOR PUBLIC WORKS PROJECT MANAGER TRANSPORTATION PLANNER	30	67,474	70,847	74,390	78,110	82,015	86,116	90,422	94,943	99,690	104,675
DEVELOPMENT FACILITATOR PROPERTY ASSESSMENT SERVICES MANAGER	31	70,851	74,393	78,113	82,018	86,119	90,425	94,946	99,694	104,679	109,912
COMMUNITY SERVICES MANAGER DEPARTMENT FINANCE OFFICER INFORMATION SYSTEMS ASSISTANT MANAGER LICENSING MANAGER MANAGEMENT AND PRODUCTIVITY MANAGER PLANNING MANAGER SENIOR FINANCIAL OFFICER	32	74,392	78,112	82,017	86,118	90,424	94,945	99,692	104,677	109,910	115,405

EXHIBIT A
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ACCOUNTING AND FISCAL MANAGER ASSISTANT LAND USE MANAGER CHIEF PROCUREMENT OFFICER CHIEF OF SPECIAL PROJECTS ENGINEERING SERVICES MANAGER INFORMATION SYSTEMS MANAGER INSURANCE AND LOSS CONTROL MANAGER INTERNAL SERVICES MANAGER PARKS DIVISION MANAGER PENSION PROGRAM MANAGER SEWER OPERATIONS MANAGER STORMWATER & ENVIRONMENTAL PROGS. MGR TREASURY MANAGER	34	82,016	86,117	90,423	94,944	99,691	104,676	109,909	115,404	121,174	127,233
FINANCE LEGAL OFFICER FIRST ASSISTANT COUNTY ATTORNEY HUMAN RESOURCES MANAGER	35	86,118	90,424	94,945	99,692	104,677	109,910	115,405	121,176	127,235	133,597
PUBLIC WORKS SENIOR MANAGER DEPUTY CHIEF OF TECHNOLOGY	36	90,423	94,944	99,691	104,676	109,909	115,404	121,174	127,233	133,594	140,274
NON-UNION CLASSIFIED SERVICE EMPLOYEES OF EMERGENCY COMMUNICATIONS AND EMERGENCY MEDICAL SERVICES											
ASSISTANT CHIEF OF EMERG. COMMUNICATIONS	30	71,779	75,152	78,695	82,415	86,320	90,421	94,727	99,248	103,995	108,980
CHIEF OF EMERGENCY COMMUNICATIONS	36	94,728	99,249	103,996	108,981	114,214	119,709	125,479	131,538	137,899	144,579
CHIEF OF EMERGENCY MEDICAL SERVICES	38	106,867	111,852	117,085	122,580	128,351	134,410	140,772	147,452	154,466	161,831

Effective: 07/01/2023 (Ordinance 23-xxx)

EXHIBIT B
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
SENIOR SERVICES TRANS. PROGRAM COORD.	16	34,929	36,675	38,509	40,435	42,456	44,578	46,806	49,147	51,604	54,185
INSURANCE CLAIMS ASSISTANT	17	36,676	38,510	40,436	42,457	44,580	46,809	49,150	51,607	54,188	56,897
SENIOR SERVICES CENTER DIRECTOR	18	38,511	40,437	42,458	44,581	46,810	49,151	51,609	54,189	56,898	59,744
CONFIDENTIAL ASSISTANT HUMAN RESOURCES ASSISTANT	20	42,458	44,581	46,810	49,151	51,609	54,189	56,898	59,744	62,730	65,867
FINANCE INFORMATION SPECIALIST FIRE/MEDICAL COMMUNICATIONS SUPERVISOR POLICE COMMUNICATIONS SUPERVISOR VICTIM'S ASSISTANCE OFFICE COORDINATOR	22	46,809	49,150	51,607	54,188	56,897	59,743	62,729	65,866	69,159	72,617
LAW OFFICE ADMINISTRATOR REGISTER IN CHANCERY OFFICE ADMINISTRATOR STORMWATER INSPECTION SUPERVISOR	23	49,149	51,606	54,187	56,896	59,742	62,728	65,865	69,158	72,616	76,247
CRIME ANALYST LAND USE PARALEGAL PUBLIC INFORMATION SPECIALIST REAL ESTATE COORDINATOR	24	51,609	54,189	56,898	59,744	62,730	65,867	69,160	72,618	76,249	80,062
CUSTOMER INFO. AND ASSISTANCE SUPV. POLICE ACCREDITATION COORDINATOR	25	54,190	56,899	59,745	62,732	65,868	69,161	72,619	76,250	80,063	84,066
ASSISTANT COMMUNITY SERVICES ADMIN. ASSISTANT LAND USE ADMINISTRATOR ENVIRONMENTAL ENGINEER I HUMAN RESOURCES TECHNICIAN INSURANCE ADMINISTRATOR	26	56,899	59,745	62,732	65,868	69,161	72,619	76,250	80,063	84,066	88,269
COMMUNITY GOVERNING ADMINISTRATOR SPORTS AND ATHLETICS ADMINISTRATOR	27	59,744	62,730	65,867	69,160	72,618	76,249	80,062	84,065	88,268	92,682
ENVIRONMENTAL ADMINISTRATOR LAND USE SERVICES ADMINISTRATOR PUBLIC WORKS PROGRAM MANAGER STORMWATER PROGRAM COORDINATOR	28	62,730	65,867	69,160	72,618	76,249	80,062	84,065	88,268	92,682	97,316
PAYROLL SUPERVISOR	29	65,869	69,162	72,620	76,251	80,064	84,067	88,270	92,684	97,318	102,184
COMMUNITY SERVICES ADMINISTRATOR EMPLOYEE RELATIONS SPECIALIST FINANCE ADMINISTRATION MANAGER HUMAN RESOURCES ADMINISTRATOR LAND USE ADMINISTRATOR OPERATIONS SERVICES MANAGER PARKS DEVELOPMENT PLANNER PENSION AND BENEFITS ADMINISTRATOR PUBLIC WORKS PROJECT MANAGER TRANSPORTATION PLANNER	30	69,161	72,619	76,250	80,063	84,066	88,269	92,683	97,317	102,183	107,292
DEVELOPMENT FACILITATOR PROPERTY ASSESSMENT SERVICES MANAGER	31	72,623	76,253	80,066	84,069	88,272	92,686	97,320	102,187	107,296	112,660
COMMUNITY SERVICES MANAGER DEPARTMENT FINANCE OFFICER INFORMATION SYSTEMS ASSISTANT MANAGER LICENSING MANAGER MANAGEMENT AND PRODUCTIVITY MANAGER PLANNING MANAGER SENIOR FINANCIAL OFFICER	32	76,252	80,065	84,068	88,271	92,685	97,319	102,185	107,294	112,658	118,291

EXHIBIT B
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ACCOUNTING AND FISCAL MANAGER ASSISTANT LAND USE MANAGER CHIEF PROCUREMENT OFFICER CHIEF OF SPECIAL PROJECTS ENGINEERING SERVICES MANAGER INFORMATION SYSTEMS MANAGER INSURANCE AND LOSS CONTROL MANAGER INTERNAL SERVICES MANAGER PARKS DIVISION MANAGER PENSION PROGRAM MANAGER SEWER OPERATIONS MANAGER STORMWATER & ENVIRONMENTAL PROGS. MGR TREASURY MANAGER	34	84,067	88,270	92,684	97,318	102,184	107,293	112,657	118,290	124,204	130,414
FINANCE LEGAL OFFICER FIRST ASSISTANT COUNTY ATTORNEY HUMAN RESOURCES MANAGER	35	88,271	92,685	97,319	102,185	107,294	112,658	118,291	124,206	130,416	136,937
PUBLIC WORKS SENIOR MANAGER DEPUTY CHIEF OF TECHNOLOGY	36	92,684	97,318	102,184	107,293	112,657	118,290	124,204	130,414	136,934	143,781
NON-UNION CLASSIFIED SERVICE EMPLOYEES OF EMERGENCY COMMUNICATIONS AND EMERGENCY MEDICAL SERVICES											
ASSISTANT CHIEF OF EMERG. COMMUNICATIONS	30	73,574	77,031	80,663	84,476	88,478	92,682	97,096	101,730	106,595	111,705
CHIEF OF EMERGENCY COMMUNICATIONS	36	97,097	101,731	106,596	111,706	117,070	122,702	128,616	134,827	141,347	148,194
CHIEF OF EMERGENCY MEDICAL SERVICES	38	109,539	114,649	120,013	125,645	131,560	137,771	144,292	151,139	158,328	165,877

Effective: 07/01/2024 (Ordinance 23-xxx)

EXHIBIT C
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
SENIOR SERVICES TRANS. PROGRAM COORD.	16	35,803	37,592	39,472	41,446	43,518	45,693	47,977	50,376	52,895	55,540
INSURANCE CLAIMS ASSISTANT	17	37,593	39,473	41,447	43,519	45,695	47,980	50,379	52,898	55,543	58,320
SENIOR SERVICES CENTER DIRECTOR	18	39,474	41,448	43,520	45,696	47,981	50,380	52,900	55,544	58,321	61,238
CONFIDENTIAL ASSISTANT HUMAN RESOURCES ASSISTANT	20	43,520	45,696	47,981	50,380	52,900	55,544	58,321	61,238	64,299	67,514
FINANCE INFORMATION SPECIALIST FIRE/MEDICAL COMMUNICATIONS SUPERVISOR POLICE COMMUNICATIONS SUPERVISOR VICTIM'S ASSISTANCE OFFICE COORDINATOR	22	47,980	50,379	52,898	55,543	58,320	61,237	64,298	67,513	70,888	74,433
LAW OFFICE ADMINISTRATOR REGISTER IN CHANCERY OFFICE ADMINISTRATOR STORMWATER INSPECTION SUPERVISOR	23	50,378	52,897	55,542	58,319	61,236	64,297	67,512	70,887	74,432	78,154
CRIME ANALYST LAND USE PARALEGAL PUBLIC INFORMATION SPECIALIST REAL ESTATE COORDINATOR	24	52,900	55,544	58,321	61,238	64,299	67,514	70,889	74,434	78,156	82,064
CUSTOMER INFO. AND ASSISTANCE SUPV. POLICE ACCREDITATION COORDINATOR	25	55,545	58,322	61,239	64,301	67,515	70,891	74,435	78,157	82,065	86,168
ASSISTANT COMMUNITY SERVICES ADMIN. ASSISTANT LAND USE ADMINISTRATOR ENVIRONMENTAL ENGINEER I HUMAN RESOURCES TECHNICIAN INSURANCE ADMINISTRATOR	26	58,322	61,239	64,301	67,515	70,891	74,435	78,157	82,065	86,168	90,476
COMMUNITY GOVERNING ADMINISTRATOR SPORTS AND ATHLETICS ADMINISTRATOR	27	61,238	64,299	67,514	70,889	74,434	78,156	82,064	86,167	90,475	95,000
ENVIRONMENTAL ADMINISTRATOR LAND USE SERVICES ADMINISTRATOR PUBLIC WORKS PROGRAM MANAGER STORMWATER PROGRAM COORDINATOR	28	64,299	67,514	70,889	74,434	78,156	82,064	86,167	90,475	95,000	99,749
PAYROLL SUPERVISOR	29	67,516	70,892	74,436	78,158	82,066	86,169	90,477	95,002	99,751	104,739
COMMUNITY SERVICES ADMINISTRATOR EMPLOYEE RELATIONS SPECIALIST FINANCE ADMINISTRATION MANAGER HUMAN RESOURCES ADMINISTRATOR LAND USE ADMINISTRATOR OPERATIONS SERVICES MANAGER PARKS DEVELOPMENT PLANNER PENSION AND BENEFITS ADMINISTRATOR PUBLIC WORKS PROJECT MANAGER TRANSPORTATION PLANNER	30	70,891	74,435	78,157	82,065	86,168	90,476	95,001	99,750	104,738	109,975
DEVELOPMENT FACILITATOR PROPERTY ASSESSMENT SERVICES MANAGER	31	74,439	78,160	82,068	86,171	90,479	95,004	99,753	104,742	109,979	115,477
COMMUNITY SERVICES MANAGER DEPARTMENT FINANCE OFFICER INFORMATION SYSTEMS ASSISTANT MANAGER LICENSING MANAGER MANAGEMENT AND PRODUCTIVITY MANAGER PLANNING MANAGER SENIOR FINANCIAL OFFICER	32	78,159	82,067	86,170	90,478	95,003	99,752	104,740	109,977	115,475	121,249

EXHIBIT C
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ACCOUNTING AND FISCAL MANAGER ASSISTANT LAND USE MANAGER CHIEF PROCUREMENT OFFICER CHIEF OF SPECIAL PROJECTS ENGINEERING SERVICES MANAGER INFORMATION SYSTEMS MANAGER INSURANCE AND LOSS CONTROL MANAGER INTERNAL SERVICES MANAGER PARKS DIVISION MANAGER PENSION PROGRAM MANAGER SEWER OPERATIONS MANAGER STORMWATER & ENVIRONMENTAL PROGS. MGR TREASURY MANAGER	34	86,169	90,477	95,002	99,751	104,739	109,976	115,474	121,248	127,310	133,675
FINANCE LEGAL OFFICER FIRST ASSISTANT COUNTY ATTORNEY HUMAN RESOURCES MANAGER	35	90,478	95,003	99,752	104,740	109,977	115,475	121,249	127,312	133,677	140,361
PUBLIC WORKS SENIOR MANAGER DEPUTY CHIEF OF TECHNOLOGY	36	95,002	99,751	104,739	109,976	115,474	121,248	127,310	133,675	140,358	147,376
NON-UNION CLASSIFIED SERVICE EMPLOYEES OF EMERGENCY COMMUNICATIONS AND EMERGENCY MEDICAL SERVICES											
ASSISTANT CHIEF OF EMERG. COMMUNICATIONS	30	75,414	78,957	82,680	86,588	90,690	95,000	99,524	104,274	109,260	114,498
CHIEF OF EMERGENCY COMMUNICATIONS	36	99,525	104,275	109,261	114,499	119,997	125,770	131,832	138,198	144,881	151,899
CHIEF OF EMERGENCY MEDICAL SERVICES	38	112,278	117,516	123,014	128,787	134,849	141,216	147,900	154,918	162,287	170,024

Effective: 07/01/2025 (Ordinance 23-xxx)

EXHIBIT D
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
SENIOR SERVICES TRANS. PROGRAM COORD.	16	36,699	38,532	40,459	42,483	44,606	46,836	49,177	51,636	54,218	56,929
INSURANCE CLAIMS ASSISTANT	17	38,533	40,460	42,484	44,607	46,838	49,180	51,639	54,221	56,932	59,778
SENIOR SERVICES CENTER DIRECTOR	18	40,461	42,485	44,608	46,839	49,181	51,640	54,223	56,933	59,780	62,769
CONFIDENTIAL ASSISTANT HUMAN RESOURCES ASSISTANT	20	44,608	46,839	49,181	51,640	54,223	56,933	59,780	62,769	65,907	69,202
FINANCE INFORMATION SPECIALIST FIRE/MEDICAL COMMUNICATIONS SUPERVISOR POLICE COMMUNICATIONS SUPERVISOR VICTIM'S ASSISTANCE OFFICE COORDINATOR	22	49,180	51,639	54,221	56,932	59,778	62,768	65,906	69,201	72,661	76,294
LAW OFFICE ADMINISTRATOR REGISTER IN CHANCERY OFFICE ADMINISTRATOR STORMWATER INSPECTION SUPERVISOR	23	51,638	54,220	56,931	59,777	62,767	65,905	69,200	72,660	76,293	80,108
CRIME ANALYST LAND USE PARALEGAL PUBLIC INFORMATION SPECIALIST REAL ESTATE COORDINATOR	24	54,223	56,933	59,780	62,769	65,907	69,202	72,662	76,295	80,110	84,116
CUSTOMER INFO. AND ASSISTANCE SUPV. POLICE ACCREDITATION COORDINATOR	25	56,934	59,781	62,770	65,909	69,203	72,664	76,296	80,111	84,117	88,323
ASSISTANT COMMUNITY SERVICES ADMIN. ASSISTANT LAND USE ADMINISTRATOR ENVIRONMENTAL ENGINEER I HUMAN RESOURCES TECHNICIAN INSURANCE ADMINISTRATOR	26	59,781	62,770	65,909	69,203	72,664	76,296	80,111	84,117	88,323	92,738
COMMUNITY GOVERNING ADMINISTRATOR SPORTS AND ATHLETICS ADMINISTRATOR	27	62,769	65,907	69,202	72,662	76,295	80,110	84,116	88,322	92,737	97,375
ENVIRONMENTAL ADMINISTRATOR LAND USE SERVICES ADMINISTRATOR PUBLIC WORKS PROGRAM MANAGER STORMWATER PROGRAM COORDINATOR	28	65,907	69,202	72,662	76,295	80,110	84,116	88,322	92,737	97,375	102,243
PAYROLL SUPERVISOR	29	69,204	72,665	76,297	80,112	84,118	88,324	92,739	97,378	102,245	107,358
COMMUNITY SERVICES ADMINISTRATOR EMPLOYEE RELATIONS SPECIALIST FINANCE ADMINISTRATION MANAGER HUMAN RESOURCES ADMINISTRATOR LAND USE ADMINISTRATOR OPERATIONS SERVICES MANAGER PARKS DEVELOPMENT PLANNER PENSION AND BENEFITS ADMINISTRATOR PUBLIC WORKS PROJECT MANAGER TRANSPORTATION PLANNER	30	72,664	76,296	80,111	84,117	88,323	92,738	97,377	102,244	107,357	112,725
DEVELOPMENT FACILITATOR PROPERTY ASSESSMENT SERVICES MANAGER	31	76,300	80,114	84,120	88,326	92,741	97,380	102,247	107,361	112,729	118,364
COMMUNITY SERVICES MANAGER DEPARTMENT FINANCE OFFICER INFORMATION SYSTEMS ASSISTANT MANAGER LICENSING MANAGER MANAGEMENT AND PRODUCTIVITY MANAGER PLANNING MANAGER SENIOR FINANCIAL OFFICER	32	80,113	84,119	88,325	92,740	97,379	102,246	107,359	112,727	118,362	124,281

EXHIBIT D
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ACCOUNTING AND FISCAL MANAGER ASSISTANT LAND USE MANAGER CHIEF PROCUREMENT OFFICER CHIEF OF SPECIAL PROJECTS ENGINEERING SERVICES MANAGER INFORMATION SYSTEMS MANAGER INSURANCE AND LOSS CONTROL MANAGER INTERNAL SERVICES MANAGER PARKS DIVISION MANAGER PENSION PROGRAM MANAGER SEWER OPERATIONS MANAGER STORMWATER & ENVIRONMENTAL PROGS. MGR TREASURY MANAGER	34	88,324	92,739	97,378	102,245	107,358	112,726	118,361	124,280	130,493	137,017
FINANCE LEGAL OFFICER FIRST ASSISTANT COUNTY ATTORNEY HUMAN RESOURCES MANAGER	35	92,740	97,379	102,246	107,359	112,727	118,362	124,281	130,495	137,019	143,871
PUBLIC WORKS SENIOR MANAGER DEPUTY CHIEF OF TECHNOLOGY	36	97,378	102,245	107,358	112,726	118,361	124,280	130,493	137,017	143,867	151,061
NON-UNION CLASSIFIED SERVICE EMPLOYEES OF EMERGENCY COMMUNICATIONS AND EMERGENCY MEDICAL SERVICES											
ASSISTANT CHIEF OF EMERG. COMMUNICATIONS	30	77,300	80,931	84,747	88,753	92,958	97,375	102,013	106,881	111,992	117,361
CHIEF OF EMERGENCY COMMUNICATIONS	36	102,014	106,882	111,993	117,362	122,997	128,915	135,128	141,653	148,504	155,697
CHIEF OF EMERGENCY MEDICAL SERVICES	38	115,085	120,454	126,090	132,007	138,221	144,747	151,598	158,791	166,345	174,275

Effective: 07/01/2026 (Ordinance 23-xxx)

EXHIBIT E
PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
LEGAL SECRETARY	17	34,908	36,653	38,486	40,410	42,431	44,553	46,781	49,120	51,576	54,155
ETHICS COMMISSION ADMIN ASST	20	40,411	42,432	44,554	46,782	49,121	51,577	54,156	56,864	59,707	62,692
LEGAL ASSISTANT	21	42,432	44,554	46,782	49,121	51,577	54,156	56,864	59,707	62,692	65,827
EXECUTIVE ASSISTANT I	22	44,553	46,781	49,120	51,576	54,155	56,863	59,706	62,691	65,826	69,117
SECRETARY TO THE COUNTY ATTORNEY	22										
EXECUTIVE ASSISTANT II	26	54,157	56,865	59,708	62,693	65,828	69,119	72,575	76,204	80,014	84,015
LAW ENFORCEMENT TECHNICIAN	26										
COMPLAINTS OFFICER	27	56,864	59,707	62,692	65,827	69,118	72,574	76,203	80,013	84,014	88,215
EXECUTIVE ASSISTANT III	30	65,828	69,119	72,575	76,204	80,014	84,015	88,216	92,627	97,258	102,121
STAFF DIRECTOR	30										
ASSISTANT COUNTY ATTORNEY I	32	72,577	76,206	80,016	84,017	88,218	92,629	97,260	102,123	107,229	112,590
ASSISTANT COUNTY ATTORNEY II	34	80,015	84,016	88,217	92,628	97,259	102,122	107,228	112,589	118,218	124,129
DIRECTOR OF COMMUNICATIONS	34										
EXECUTIVE ASSISTANT IV	34										
DIRECTOR OF REDEVELOPMENT	36	88,217	92,628	97,259	102,122	107,228	112,589	118,218	124,129	130,335	136,852
CHIEF HUMAN RESOURCES OFFICER	38	97,260	102,123	107,229	112,590	118,220	124,131	130,338	136,855	143,698	150,883
CHIEF OF TECHNOLOGY AND ADMIN SERVICES	38										
COMMUNITY SERVICES DEPT. GEN. MANAGER	38										
COUNTY SOLICITOR	39	102,124	107,230	112,592	118,221	124,132	130,339	136,856	143,699	150,884	158,428
CHIEF FINANCIAL OFFICER	40	107,229	112,590	118,220	124,131	130,338	136,854	143,697	150,882	158,426	166,347
CHIEF OF STAFF	40										
COUNTY ATTORNEY	40										
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40										
DIRECTOR OF PUBLIC SAFETY	40										
LAND USE DEPARTMENT GENERAL MANAGER	40										
POLICY DIRECTOR FOR THE COUNTY EXECUTIVE	40										
PUBLIC WORKS DEPARTMENT GENERAL MGR.	40										
CHIEF OF POLICE	41	119,135	125,092	131,346	137,913	144,809	152,050	159,652	167,635	176,017	184,818
PART-TIME ATTORNEY (hourly rate)		40.38	42.40	44.52	46.75	49.09	51.54	54.12	56.83	59.67	62.65
EXECUTIVE AND ADMINISTRATIVE RATES OF PAY											
CHIEF ADMINISTRATIVE OFFICER		104,164	117,705	124,767	132,254	146,802	154,142	161,848	169,941	178,438	187,360

BOARD AND COMMISSIONERS RATES OF PAY

JUDGEMENT COMMISSIONERS	$9.25 PER HOUR
MEMBER, BOARD OF ADJUSTMENT	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	$100 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS $25 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOARD	$100 PER MEETING
MEMBER, PLANNING BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING

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Revised: 07/01/2022 (Ordinance 22-082)

EXHIBIT F
PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
LEGAL SECRETARY	17	35,781	37,570	39,449	41,421	43,492	45,667	47,951	50,348	52,866	55,509
ETHICS COMMISSION ADMIN ASST	20	41,422	43,493	45,668	47,952	50,350	52,867	55,510	58,286	61,200	64,260
LEGAL ASSISTANT	21	43,493	45,668	47,952	50,350	52,867	55,510	58,286	61,200	64,260	67,473
EXECUTIVE ASSISTANT I	22	45,667	47,951	50,348	52,866	55,509	58,285	61,199	64,259	67,472	70,845
SECRETARY TO THE COUNTY ATTORNEY	22										
EXECUTIVE ASSISTANT II	26	55,511	58,287	61,201	64,261	67,474	70,847	74,390	78,110	82,015	86,116
LAW ENFORCEMENT TECHNICIAN	26										
COMPLAINTS OFFICER	27	58,286	61,200	64,260	67,473	70,846	74,389	78,109	82,014	86,115	90,421
EXECUTIVE ASSISTANT III	30	67,474	70,847	74,390	78,110	82,015	86,116	90,422	94,943	99,690	104,675
STAFF DIRECTOR	30										
ASSISTANT COUNTY ATTORNEY I	32	74,392	78,112	82,017	86,118	90,424	94,945	99,692	104,677	109,910	115,405
ASSISTANT COUNTY ATTORNEY II	34	82,016	86,117	90,423	94,944	99,691	104,676	109,909	115,404	121,174	127,233
DIRECTOR OF COMMUNICATIONS	34										
EXECUTIVE ASSISTANT IV	34										
DIRECTOR OF REDEVELOPMENT	36	90,423	94,944	99,691	104,676	109,909	115,404	121,174	127,233	133,594	140,274
CHIEF HUMAN RESOURCES OFFICER	38	99,692	104,677	109,910	115,405	121,176	127,235	133,597	140,277	147,291	154,656
CHIEF OF TECHNOLOGY AND ADMIN SERVICES	38										
COMMUNITY SERVICES DEPT. GEN. MANAGER	38										
COUNTY SOLICITOR	39	104,678	109,911	115,407	121,177	127,236	133,598	140,278	147,292	154,657	162,389
CHIEF FINANCIAL OFFICER	40	109,910	115,405	121,176	127,235	133,597	140,276	147,290	154,655	162,387	170,506
CHIEF OF STAFF	40										
COUNTY ATTORNEY	40										
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40										
DIRECTOR OF PUBLIC SAFETY	40										
LAND USE DEPARTMENT GENERAL MANAGER	40										
POLICY DIRECTOR FOR THE COUNTY EXECUTIVE	40										
PUBLIC WORKS DEPARTMENT GENERAL MGR.	40										
CHIEF OF POLICE	41	122,114	128,220	134,630	141,361	148,430	155,852	163,644	171,826	180,418	189,439
PART-TIME ATTORNEY (hourly rate)		41.39	43.46	45.63	47.91	50.31	52.83	55.47	58.24	61.15	64.21
EXECUTIVE AND ADMINISTRATIVE RATES OF PAY											
CHIEF ADMINISTRATIVE OFFICER		106,769	120,648	127,887	135,561	150,473	157,996	165,895	174,190	182,899	192,044

BOARD AND COMMISSIONERS RATES OF PAY

JUDGEMENT COMMISSIONERS	$9.25 PER HOUR
MEMBER, BOARD OF ADJUSTMENT	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	$100 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS $25 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOARD	$100 PER MEETING
MEMBER, PLANNING BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING

Effective: 07/01/2023 (Ordinance 23-xxx)

EXHIBIT G
PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
LEGAL SECRETARY	17	36,676	38,510	40,436	42,457	44,580	46,809	49,150	51,607	54,188	56,897
ETHICS COMMISSION ADMIN ASST	20	42,458	44,581	46,810	49,151	51,609	54,189	56,898	59,744	62,730	65,867
LEGAL ASSISTANT	21	44,581	46,810	49,151	51,609	54,189	56,898	59,744	62,730	65,867	69,160
EXECUTIVE ASSISTANT I	22	46,809	49,150	51,607	54,188	56,897	59,743	62,729	65,866	69,159	72,617
SECRETARY TO THE COUNTY ATTORNEY	22										
EXECUTIVE ASSISTANT II	26	56,899	59,745	62,732	65,868	69,161	72,619	76,250	80,063	84,066	88,269
LAW ENFORCEMENT TECHNICIAN	26										
COMPLAINTS OFFICER	27	59,744	62,730	65,867	69,160	72,618	76,249	80,062	84,065	88,268	92,682
EXECUTIVE ASSISTANT III	30	69,161	72,619	76,250	80,063	84,066	88,269	92,683	97,317	102,183	107,292
STAFF DIRECTOR	30										
ASSISTANT COUNTY ATTORNEY I	32	76,252	80,065	84,068	88,271	92,685	97,319	102,185	107,294	112,658	118,291
ASSISTANT COUNTY ATTORNEY II	34	84,067	88,270	92,684	97,318	102,184	107,293	112,657	118,290	124,204	130,414
DIRECTOR OF COMMUNICATIONS	34										
EXECUTIVE ASSISTANT IV	34										
DIRECTOR OF REDEVELOPMENT	36	92,684	97,318	102,184	107,293	112,657	118,290	124,204	130,414	136,934	143,781
CHIEF HUMAN RESOURCES OFFICER	38	102,185	107,294	112,658	118,291	124,206	130,416	136,937	143,784	150,974	158,523
CHIEF OF TECHNOLOGY AND ADMIN SERVICES	38										
COMMUNITY SERVICES DEPT. GEN. MANAGER	38										
COUNTY SOLICITOR	39	107,295	112,659	118,293	124,207	130,417	136,938	143,785	150,975	158,524	166,449
CHIEF FINANCIAL OFFICER	40	112,658	118,291	124,206	130,416	136,937	143,783	150,973	158,522	166,447	174,769
CHIEF OF STAFF	40										
COUNTY ATTORNEY	40										
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40										
DIRECTOR OF PUBLIC SAFETY	40										
LAND USE DEPARTMENT GENERAL MANAGER	40										
POLICY DIRECTOR FOR THE COUNTY EXECUTIVE	40										
PUBLIC WORKS DEPARTMENT GENERAL MGR.	40										
CHIEF OF POLICE	41	125,167	131,426	137,996	144,896	152,141	159,749	167,736	176,122	184,929	194,175
PART-TIME ATTORNEY (hourly rate)		42.42	44.54	46.77	49.11	51.57	54.15	56.86	59.70	62.69	65.82
EXECUTIVE AND ADMINISTRATIVE RATES OF PAY											
CHIEF ADMINISTRATIVE OFFICER		109,439	123,665	131,085	138,951	154,235	161,946	170,043	178,545	187,472	196,846

BOARD AND COMMISSIONERS RATES OF PAY

JUDGEMENT COMMISSIONERS	$9.25 PER HOUR
MEMBER, BOARD OF ADJUSTMENT	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	$100 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS $25 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOARD	$100 PER MEETING
MEMBER, PLANNING BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING

Effective: 07/01/2024 (Ordinance 23-xxx)

EXHIBIT H
PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
LEGAL SECRETARY	17	37,593	39,473	41,447	43,519	45,695	47,980	50,379	52,898	55,543	58,320
ETHICS COMMISSION ADMIN ASST	20	43,520	45,696	47,981	50,380	52,900	55,544	58,321	61,238	64,299	67,514
LEGAL ASSISTANT	21	45,696	47,981	50,380	52,900	55,544	58,321	61,238	64,299	67,514	70,889
EXECUTIVE ASSISTANT I	22	47,980	50,379	52,898	55,543	58,320	61,237	64,298	67,513	70,888	74,433
SECRETARY TO THE COUNTY ATTORNEY	22										
EXECUTIVE ASSISTANT II	26	58,322	61,239	64,301	67,515	70,891	74,435	78,157	82,065	86,168	90,476
LAW ENFORCEMENT TECHNICIAN	26										
COMPLAINTS OFFICER	27	61,238	64,299	67,514	70,889	74,434	78,156	82,064	86,167	90,475	95,000
EXECUTIVE ASSISTANT III	30	70,891	74,435	78,157	82,065	86,168	90,476	95,001	99,750	104,738	109,975
STAFF DIRECTOR	30										
ASSISTANT COUNTY ATTORNEY I	32	78,159	82,067	86,170	90,478	95,003	99,752	104,740	109,977	115,475	121,249
ASSISTANT COUNTY ATTORNEY II	34	86,169	90,477	95,002	99,751	104,739	109,976	115,474	121,248	127,310	133,675
DIRECTOR OF COMMUNICATIONS	34										
EXECUTIVE ASSISTANT IV	34										
DIRECTOR OF REDEVELOPMENT	36	95,002	99,751	104,739	109,976	115,474	121,248	127,310	133,675	140,358	147,376
CHIEF HUMAN RESOURCES OFFICER	38	104,740	109,977	115,475	121,249	127,312	133,677	140,361	147,379	154,749	162,487
CHIEF OF TECHNOLOGY AND ADMIN SERVICES	38										
COMMUNITY SERVICES DEPT. GEN. MANAGER	38										
COUNTY SOLICITOR	39	109,978	115,476	121,251	127,313	133,678	140,362	147,380	154,750	162,488	170,611
CHIEF FINANCIAL OFFICER	40	115,475	121,249	127,312	133,677	140,361	147,378	154,748	162,486	170,609	179,139
CHIEF OF STAFF	40										
COUNTY ATTORNEY	40										
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40										
DIRECTOR OF PUBLIC SAFETY	40										
LAND USE DEPARTMENT GENERAL MANAGER	40										
POLICY DIRECTOR FOR THE COUNTY EXECUTIVE	40										
PUBLIC WORKS DEPARTMENT GENERAL MGR.	40										
CHIEF OF POLICE	41	128,297	134,712	141,446	148,519	155,945	163,743	171,930	180,526	189,553	199,030
PART-TIME ATTORNEY (hourly rate)		43.48	45.65	47.93	50.33	52.85	55.49	58.26	61.17	64.23	67.44
EXECUTIVE AND ADMINISTRATIVE RATES OF PAY											
CHIEF ADMINISTRATIVE OFFICER		112,175	126,757	134,363	142,425	158,091	165,995	174,295	183,009	192,159	201,768

BOARD AND COMMISSIONERS RATES OF PAY

JUDGEMENT COMMISSIONERS	$9.25 PER HOUR
MEMBER, BOARD OF ADJUSTMENT	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	$100 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS $25 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOARD	$100 PER MEETING
MEMBER, PLANNING BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING

Effective: 07/01/2025 (Ordinance 23-xxx)

EXHIBIT I
PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
LEGAL SECRETARY	17	38,533	40,460	42,484	44,607	46,838	49,180	51,639	54,221	56,932	59,778
ETHICS COMMISSION ADMIN ASST	20	44,608	46,839	49,181	51,640	54,223	56,933	59,780	62,769	65,907	69,202
LEGAL ASSISTANT	21	46,839	49,181	51,640	54,223	56,933	59,780	62,769	65,907	69,202	72,662
EXECUTIVE ASSISTANT I	22	49,180	51,639	54,221	56,932	59,778	62,768	65,906	69,201	72,661	76,294
SECRETARY TO THE COUNTY ATTORNEY	22										
EXECUTIVE ASSISTANT II	26	59,781	62,770	65,909	69,203	72,664	76,296	80,111	84,117	88,323	92,738
LAW ENFORCEMENT TECHNICIAN	26										
COMPLAINTS OFFICER	27	62,769	65,907	69,202	72,662	76,295	80,110	84,116	88,322	92,737	97,375
EXECUTIVE ASSISTANT III	30	72,664	76,296	80,111	84,117	88,323	92,738	97,377	102,244	107,357	112,725
STAFF DIRECTOR	30										
ASSISTANT COUNTY ATTORNEY I	32	80,113	84,119	88,325	92,740	97,379	102,246	107,359	112,727	118,362	124,281
ASSISTANT COUNTY ATTORNEY II	34	88,324	92,739	97,378	102,245	107,358	112,726	118,361	124,280	130,493	137,017
DIRECTOR OF COMMUNICATIONS	34										
EXECUTIVE ASSISTANT IV	34										
DIRECTOR OF REDEVELOPMENT	36	97,378	102,245	107,358	112,726	118,361	124,280	130,493	137,017	143,867	151,061
CHIEF HUMAN RESOURCES OFFICER	38	107,359	112,727	118,362	124,281	130,495	137,019	143,871	151,064	158,618	166,550
CHIEF OF TECHNOLOGY AND ADMIN SERVICES	38										
COMMUNITY SERVICES DEPT. GEN. MANAGER	38										
COUNTY SOLICITOR	39	112,728	118,363	124,283	130,496	137,020	143,872	151,065	158,619	166,551	174,877
CHIEF FINANCIAL OFFICER	40	118,362	124,281	130,495	137,019	143,871	151,063	158,617	166,549	174,875	183,618
CHIEF OF STAFF	40										
COUNTY ATTORNEY	40										
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40										
DIRECTOR OF PUBLIC SAFETY	40										
LAND USE DEPARTMENT GENERAL MANAGER	40										
POLICY DIRECTOR FOR THE COUNTY EXECUTIVE	40										
PUBLIC WORKS DEPARTMENT GENERAL MGR.	40										
CHIEF OF POLICE	41	128,297	134,712	141,448	148,520	155,946	163,743	171,930	180,527	189,553	199,031
PART-TIME ATTORNEY (hourly rate)		44.57	46.80	49.14	51.60	54.18	56.89	59.73	62.72	65.86	69.15
EXECUTIVE AND ADMINISTRATIVE RATES OF PAY											
CHIEF ADMINISTRATIVE OFFICER		114,980	129,926	137,723	145,986	162,044	170,145	178,653	187,585	196,963	206,813

BOARD AND COMMISSIONERS RATES OF PAY

JUDGEMENT COMMISSIONERS	$9.25 PER HOUR
MEMBER, BOARD OF ADJUSTMENT	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	$100 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS $25 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOARD	$100 PER MEETING
MEMBER, PLANNING BOARD	$100 PER REGULAR MEETING AND $100 PER SPECIAL MEETING

Effective: 07/01/2026 (Ordinance 23-xxx)

EXHIBIT J
PAY PLAN AND RATES OF PAY FOR NON-UNION
CLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE CONFIDENTIAL SECRETARY	20	41,422	43,493	45,667	47,951	50,348	52,865	55,509	58,284	61,198	64,258
REGISTER OF WILLS OFFICE ADMINISTRATOR	25	52,868	55,511	58,287	61,201	64,261	67,474	70,848	74,390	78,110	82,015
RECORDER OF DEEDS OFFICE ADMINISTRATOR	27	58,287	61,201	64,261	67,474	70,848	74,390	78,110	82,015	86,116	90,422

Effective: 07/01/2023 (Ordinance 23-xxx)

EXHIBIT K
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE CONFIDENTIAL SECRETARY	20	42,458	44,581	46,809	49,150	51,607	54,187	56,897	59,742	62,728	65,865
REGISTER OF WILLS OFFICE ADMINISTRATOR	25	54,190	56,899	59,745	62,732	65,868	69,161	72,620	76,250	80,063	84,066
RECORDER OF DEEDS OFFICE ADMINISTRATOR	27	59,745	62,732	65,868	69,161	72,620	76,250	80,063	84,066	88,269	92,683

Effective: 07/01/2024 (Ordinance 23-xxx)

EXHIBIT L
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE CONFIDENTIAL SECRETARY	20	43,520	45,696	47,980	50,379	52,898	55,542	58,320	61,236	64,297	67,512
REGISTER OF WILLS OFFICE ADMINISTRATOR	25	55,545	58,322	61,239	64,301	67,515	70,891	74,436	78,157	82,065	86,168
RECORDER OF DEEDS OFFICE ADMINISTRATOR	27	61,239	64,301	67,515	70,891	74,436	78,157	82,065	86,168	90,476	95,001

Effective: 07/01/2025 (Ordinance 23-xxx)

EXHIBIT M
PAY PLAN AND RATES OF PAY FOR NON-UNION CLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE CONFIDENTIAL SECRETARY	20	44,608	46,839	49,180	51,639	54,221	56,931	59,778	62,767	65,905	69,200
REGISTER OF WILLS OFFICE ADMINISTRATOR	25	56,934	59,781	62,770	65,909	69,203	72,664	76,297	80,111	84,117	88,323
RECORDER OF DEEDS OFFICE ADMINISTRATOR	27	62,770	65,909	69,203	72,664	76,297	80,111	84,117	88,323	92,738	97,377

Effective: 07/01/2026 (Ordinance 23-xxx)

EXHIBIT N
PAY PLAN AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE LEGAL AIDE	17	35,781	37,570	39,449	41,421	43,492	45,667	47,951	50,348	52,866	55,509
ROW OFFICE LEGAL ASSISTANT	21	43,493	45,668	47,952	50,350	52,867	55,510	58,286	61,200	64,260	67,473
CHIEF DEPUTY RECORDER OF DEEDS	28	61,200	64,260	67,473	70,846	74,389	78,109	82,014	86,115	90,421	94,942
CHIEF DEPUTY REGISTER OF WILLS	28										
CHIEF DEPUTY CLERK OF THE PEACE	28										
CHIEF DEPUTY											

Effective: 07/01/2023 (Ordinance 23-xxx)

EXHIBIT O
PAY PLAN AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE LEGAL AIDE	17	36,676	38,510	40,436	42,457	44,580	46,809	49,150	51,607	54,188	56,897
ROW OFFICE LEGAL ASSISTANT	21	44,581	46,810	49,151	51,609	54,189	56,898	59,744	62,730	65,867	69,160
CHIEF DEPUTY RECORDER OF DEEDS	28	62,730	65,867	69,160	72,618	76,249	80,062	84,065	88,268	92,682	97,316
CHIEF DEPUTY REGISTER OF WILLS	28										
CHIEF DEPUTY CLERK OF THE PEACE	28										
CHIEF DEPUTY											

Effective: 07/01/2024 (Ordinance 23-xxx)

EXHIBIT P
PAY PLAN AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE LEGAL AIDE	17	37,593	39,473	41,447	43,519	45,695	47,980	50,379	52,898	55,543	58,320
ROW OFFICE LEGAL ASSISTANT	21	45,696	47,981	50,380	52,900	55,544	58,321	61,238	64,299	67,514	70,889
CHIEF DEPUTY RECORDER OF DEEDS	28	64,299	67,514	70,889	74,434	78,156	82,064	86,167	90,475	95,000	99,749
CHIEF DEPUTY REGISTER OF WILLS	28										
CHIEF DEPUTY CLERK OF THE PEACE	28										
CHIEF DEPUTY											

Effective: 07/01/2025 (Ordinance 23-xxx)

EXHIBIT Q
PAY PLAN AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE ROW OFFICE EMPLOYEES

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
ROW OFFICE LEGAL AIDE	17	38,533	40,460	42,484	44,607	46,838	49,180	51,639	54,221	56,932	59,778
ROW OFFICE LEGAL ASSISTANT	21	46,839	49,181	51,640	54,223	56,933	59,780	62,769	65,907	69,202	72,662
CHIEF DEPUTY RECORDER OF DEEDS	28	65,907	69,202	72,662	76,295	80,110	84,116	88,322	92,737	97,375	102,243
CHIEF DEPUTY REGISTER OF WILLS	28										
CHIEF DEPUTY CLERK OF THE PEACE	28										
CHIEF DEPUTY											

Effective: 07/01/2026 (Ordinance 23-xxx)

Introduced by: Mr. Tackett, Mr. Smiley, Ms. George
Date of introduction: May 23, 2023

ORDINANCE NO. 23-064

**AMEND THE GRANTS BUDGET:
APPROPRIATE FUNDING FROM THE NEW CASTLE COUNTY COUNCIL FY2023 APPROVED OPERATING BUDGET TO THE SENIOR HOME REPAIR PROGRAM GRANT, WHICH IS ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES**

WHEREAS, the Senior Home Repair Program Grant is designed to provide minor housing repair assistance to eligible senior homeowners age 60 and older with a maximum grant amount of $2,500.00; and

WHEREAS, the home must be located in New Castle County, outside the boundaries of Wilmington and Newark; and

WHEREAS, there are currently over 115 seniors on the waiting list for this program; and

WHEREAS, New Castle County Council has determined that there will be unspent funding available in the Grants and Fixed Charges Budget Line Item at the end of FY2023; and

WHEREAS, New Castle County Council wishes to provide $12,250 to the Senior Home Repair Program Grant from their Grants and Fixed Charges Budget Line Item within the FY2023 Approved Operating Budget; and

WHEREAS, Council has determined that the provisions of this Ordinance substantially advance, and are reasonably and rationally related to, legitimate government interests (i.e., promoting the health, safety, morals, convenience, order, prosperity and/or welfare of the present and future inhabitants of this State).

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby amended by adding the material underscored and deleting the material bracketed and stricken on the attached "Exhibit A."

Section 2. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____

County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will appropriate $12,250 from the County Council – Grants and Fixed Charges Budget Line Item within the FY2023 Approved Operating Budget to the Senior Home Repair Program Grant. In order to complete this transaction, **Ordinance No. 23-066 must be passed by County Council to complete this transaction.**

The Senior Home Repair Program Grant is designed to provide minor housing repair assistance to eligible senior homeowners age 60 and older, who own and reside in their home as their primary residence, have assets under the asset limit and have homeowners insurance. The maximum grant amount is $2,500. The home must be located in New Castle County, outside the boundaries of Wilmington and Newark. There are currently over 115 seniors on the waiting list for this program. Funding for the program is from the Community Development Block Grant Program.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating $12,250 in funding to the Senior Home Repair Program Grant, which is administered by the Department of Community Services. Partial funding for this program will be provided from the County Council – Grants and Fixed Charges Budget Line Item in the FY2023 Approved Operating Budget.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget by $12,250. This increase will affect FY2023 and beyond since this program is ongoing, without an expiration date, until all funds have been expended.

DEPARTMENT: Community Services **EXHIBIT:** "A"

GRANT TITLE: Senior Home Repair Program **Ordinance No.** 23-064

PROGRAM TITLE: Senior Home Repair Program

Expense	Current	Change	Revised
Salaries and Wages	$ -	$ -	$ -
Benefits	$ -	$ -	$ -
Training/Civic Affairs	$ -	$ -	$ -
Communication/Utilities	$ -	$ -	$ -
Materials/Supplies	$ -	$ -	$ -
Contractual Services	$ 60,205.50	$ -	$ 60,205.50
Equipment	$ -	$ -	$ -
Grants/Fixed Charges	$ 519,195.01	$ 12,250.00	$ 531,445.01
Land and Structures	$ -	$ -	$ -
Contingency	$ -	$ -	$ -
Operating Transfer Charges	$ -	$ -	$ -
Operating Transfer Credits	$ -	$ -	$ -
Total	$ 579,400.51	$ 12,250.00	$ 591,650.51

Revenue	Current	Change	Revised
Federal	$ -	$ -	$ -
State	$ -	$ -	$ -
County	$ 579,400.51	$ 12,250.00	$ 591,650.51
Program Income	$ -	$ -	$ -
Other	$ -	$ -	$ -
Total	$ 579,400.51	$ 12,250.00	$ 591,650.51

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 7/1/2012 **Estimated Program Completion:** ongoing

The Local Match: **Found in (ORG):**

Ordinance 12-043, 18-072, 19-065, 20-060, 21-075, 21-075
Passed: Floor Amendment 1, 21-106, 22-068

Date Revised: 4/24/2012, 7/16/2018, 7/03/2019, 6/09/2020, 6/16/2021, 9/30/2021, 5/24/2022

PROGRAM DESCRIPTION:

The Senior Home Repair Program is designed to provide minor housing repair assistance to eligible senior homeowners age 60 and older, who own and reside in their home as their primary residence, have assets under the asset limit and have homeowners insurance. The maximum grant amount is $2,500. The home must be located in New Castle County, outside the boundaries of Wilmington and Newark. There are currently over 115 seniors on the waiting list for this program. Funding for the program is from the Sheriff's Office, Program Income and the General Fund.

~~5/24/2022~~ 5/23/2023

Introduced by: Mr. Street
Date of introduction: May 23, 2023

ORDINANCE NO. 23-065

**AMEND THE GRANTS BUDGET:
APPROPRIATE FUNDING FROM NEW CASTLE COUNTY COUNCIL FY2023 APPROVED OPERATING BUDGET TO THE 2023 NEW CASTLE COUNTY YOUTH EMPLOYMENT GRANT, WHICH IS ADMINISTERED BY THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY RESOURCES**

WHEREAS, New Castle County Council anticipates funds from the State of Delaware Department of Labor – Delaware Workforce Investment Board to fund the 2023 New Castle County Summer Youth Employment Grants; and

WHEREAS, the New Castle County Youth Employment Program provides employment experiences for youths between the ages of 14 and 20 that will promote responsibility, teamwork, and a work ethic; and

WHEREAS, New Castle County Council has previously contributed $100,000 to the 2023 New Castle County Youth Employment Grant via Ordinance 23-035; and

WHEREAS, New Castle County Council has determined that there will be unspent funding available in the Grants and Fixed Charges Budget Line Item at the end of FY2023; and

WHEREAS, New Castle County Council wishes to provide $900 to the 2023 New Castle County Youth Employment Grant from their Grants and Fixed Charges Budget Line Item within the FY2023 Approved Operating Budget; and

WHEREAS, the revenue measures heretofore adopted by the County Council are, in the opinion of the County Executive, estimated to yield sums at least sufficient to balance the proposed expenditures as set forth in the Annual Operating Budget as hereinafter amended.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby amended by deleting the material stricken and adding the material underscored on the attached Exhibit "A."

Section 2. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Section 3. The provisions of this Ordinance shall be effective June 13, 2023.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will appropriate $900 from the County Council – Grants and Fixed Charges Budget Line Item within the FY2023 Approved Operating Budget to the 2023 New Castle County Youth Employment Grant. **Ordinance No. 23-066 must be passed by County Council to complete this transaction.**

The New Castle County Youth Employment Program provides employment experiences for youths between the ages of 14 and 20 that will promote responsibility, teamwork, and a work ethic.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating $900 in funding to the 2023 New Castle County Youth Employment Program Grant, which is administered by the Department of Community Services, Division of Community Resources. Funding for this program will be provided from the County Council – Grants and Fixed Charges Budget Line Item within the FY2023 Approved Operating Budget.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget by $900. There is no discernible fiscal impact on the current operating budget.

Introduced by: Mr. Tackett, Mr. Smiley,
Ms. George, Mr. Street
Date of introduction: May 23, 2023

ORDINANCE NO. 23-066

**AMEND THE FY2023 APPROVED OPERATING BUDGET:
REDUCE THE GRANTS AND FIXED CHARGES BUDGET LINE ITEM OF COUNTY COUNCIL TO PROVIDE FUNDING FOR NEW CASTLE COUNTY GRANTS**

WHEREAS, County Council has budgeted funding available in the Grants and Fixed Charges Budget Line Item; and

WHEREAS, New Castle County Council wishes to provide funding to the Senior Home Repair Program Grant and the 2023 New Castle County Youth Employment Grant; and

WHEREAS, the revenue measures heretofore adopted by the County Council are, in the opinion of the County Executive, estimated to yield sums at least sufficient to balance the proposed expenditures as set forth in the Annual Operating Budget as hereinafter amended.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Annual Operating Budget Ordinance for the fiscal year beginning July 1, 2022, is hereby amended by deleting the material that is stricken and adding the material that is underscored on the attached Exhibit "A."

Section 2. The foregoing amendment shall be considered a part of the Annual Operating Budget for the fiscal year beginning July 1, 2022 and shall be effective as though incorporated initially in the Annual Operating Budget Ordinance.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided in 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will transfer $13,150 from the County Council – Grants and Fixed Charges Budget Line Item within the FY2023 Approved Operating Budget and appropriate $12,250 to the Senior Home Repair Program Grant and $900 to the 2023 New Castle County Youth Employment Grant. **Ordinance No. 23-064 and No. 23-065 must first be passed by County Council in order to amend the existing grants.**

FISCAL NOTE: This Ordinance, if approved, will amend the FY2023 Approved Operating Budget by reducing the County Council – Grants and Fixed Charges Budget Line Item by $13,150 and appropriating $12,250 to the Senior Home Repair Program Grant and $900 to the 2023 New Castle County Youth Employment Grant.

There will be no net fiscal impact if this Ordinance and its companion Ordinance are approved. The resulting effect will be the transfer of $13,150 of FY2023 Approved Operating Budget spending authority to the Grants Budget. There is no fiscal impact beyond FY2023.

COUNTY COUNCIL				
Salaries and Wages			$	2,373,447
Benefits				1,419,731
Training and Civic Affairs				79,418
Communication and Utilities				19,316
Materials and Supplies				55,412
Contractual Services				269,212
Equipment				4,950
Grants and Fixed Charges		~~197,034~~		183,884
Operating Transfer Charges				144,715
Total		***~~4,563,235~~***	***$***	***4,550,085***
Total Authorized Full-Time Positions	***35***			
COUNTY EXECUTIVE				
Salaries and Wages			$	1,620,891
Benefits				957,820
Training and Civic Affairs				31,904
Communication and Utilities				16,280
Materials and Supplies				22,236
Contractual Services				147,991
Equipment				1,000
Grants and Fixed Charges				1,893,000
Contingency				55,000
Operating Transfer Charges				76,382
Total			***$***	***4,822,504***
Total Authorized Full-Time Positions	***14***			
DEPARTMENT OF ADMINISTRATION				
Salaries and Wages			$	12,042,398
Benefits				7,020,831
Training and Civic Affairs				126,325
Communication and Utilities				6,961,288
Materials and Supplies				162,567
Contractual Services				6,482,455
Equipment				515,745
Grants and Fixed Charges				3,830,289
Operating Transfer Charges				1,024,227
Operating Transfer Credits				(11,775,518)
Total			***$***	***26,390,607***
Total Authorized Full-Time Positions	***166***			

DEPARTMENT OF PUBLIC WORKS		
Salaries and Wages	$	24,542,855
Benefits		14,385,376
Training and Civic Affairs		34,445
Communication and Utilities		24,792,906
Materials and Supplies		5,052,613
Contractual Services		9,413,102
Equipment		750,378
Grants and Fixed Charges		1,233,757
Land and Structures		35,000
Operating Transfer Charges		4,659,870
Operating Transfer Credits		(8,009,063)
Total	***$***	***76,891,239***
Total Authorized Full-Time Positions 379		

DEPARTMENT OF LAND USE		
Salaries and Wages	$	8,547,554
Benefits		5,025,008
Training and Civic Affairs		63,665
Communication and Utilities		112,975
Materials and Supplies		97,677
Contractual Services		1,562,891
Equipment		54,575
Grants and Fixed Charges		31,500
Operating Transfer Charges		1,126,134
Operating Transfer Credits		(800,651)
Total	***$***	***15,821,328***
Total Authorized Full-Time Positions 118		

DEPARTMENT OF COMMUNITY SERVICES		
Salaries and Wages	$	11,407,432
Benefits		5,184,613
Training and Civic Affairs		16,085
Communication and Utilities		1,016,642
Materials and Supplies		1,392,992
Contractual Services		2,140,549
Equipment		35,000
Grants and Fixed Charges		3,110,149
Operating Transfer Charges		1,230,733
Operating Transfer Credits		(188,230)
Total	***$***	***25,345,965***
Total Authorized Full-Time Positions 161		

DEPARTMENT OF PUBLIC SAFETY			
Salaries and Wages		$	62,634,574
Benefits			36,578,078
Training and Civic Affairs			177,242
Communication and Utilities			1,024,581
Materials and Supplies			1,190,237
Contractual Services			1,995,981
Equipment			1,615,383
Grants and Fixed Charges			6,458,350
Operating Transfer Charges			7,938,182
Total		***$***	***119,612,608***
Total Authorized Full-Time Positions	***711***		

REGISTER OF WILLS			
Salaries and Wages		$	1,108,686
Benefits			642,551
Training and Civic Affairs			35,150
Communication and Utilities			12,266
Materials and Supplies			9,062
Contractual Services			24,770
Equipment			1,950
Operating Transfer Charges			80,523
Total		***$***	***1,914,958***
Total Authorized Full-Time Positions	***19***		

RECORDER OF DEEDS			
Salaries and Wages		$	1,268,310
Benefits			737,299
Training and Civic Affairs			39,820
Communication and Utilities			33,977
Materials and Supplies			12,898
Contractual Services			81,446
Equipment			8,000
Grants and Fixed Charges			18,350
Operating Transfer Charges			150,152
Total		$	***2,350,252***
Total Authorized Full-Time Positions	***24***		
SHERIFF			
Salaries and Wages		$	1,246,585
Benefits			732,842
Training and Civic Affairs			29,452
Communication and Utilities			16,181
Materials and Supplies			20,684
Contractual Services			56,398
Equipment			5,000
Operating Transfer Charges			163,243
Total		***$***	***2,270,385***
Total Authorized Full-Time Positions	***21***		
CLERK OF THE PEACE			
Salaries and Wages		$	461,658
Benefits			272,804
Training and Civic Affairs			14,130
Communication and Utilities			5,256
Materials and Supplies			5,424
Contractual Services			23,593
Operating Transfer Charges			30,639
Total		***$***	***813,504***
Total Authorized Full-Time Positions	***7***		
DEBT SERVICE			
Debt Service		$	46,374,026
Total		***$***	***46,374,026***
Total Authorized Full-Time Positions			

ETHICS COMMISSION			
Salaries and Wages		$	38,000
Benefits			3,950
Training and Civic Affairs			10,500
Communication and Utilities			2,223
Materials and Supplies			2,450
Contractual Services			291,116
Equipment			500
Operating Transfer Charges			6,066
Total		***$***	***354,805***
Total Authorized Full-Time Positions	***0***		
COUNCIL CONTINGENCY			
Contingency		$	250,000
Total		***$***	***250,000***
Total Authorized Full-Time Positions			
EXECUTIVE CONTINGENCY			
Contingency		$	0
Total		***$***	***0***
Total Authorized Full-Time Positions			
PERSONNEL CONTINGENCY			
Contingency		$	455,000
Total		***$***	***455,000***
Total Authorized Full-Time Positions			
ATTRITION CONTINGENCY			
Personal Services - Salaries and Wages		$	(4,924,511)
Personal Services - Employee Benefits		$	(2,910,011)
Total		***$***	***(7,834,522)***
Total Authorized Full-Time Positions			
ONE-TIME CONTINGENCY			
Contingency		$	343,490
Total		***$***	***343,490***

NEW CASTLE COUNTY			
Salaries and Wages		$	122,367,879
Benefits			70,050,892
Training and Civic Affairs			658,136
Communication and Utilities			34,013,891
Materials and Supplies			8,024,252
Contractual Services			22,489,504
Equipment			2,992,481
Grants and Fixed Charges	~~*16,772,429*~~		16,759,279
Debt Service			46,374,026
Land and Structures			35,000
Contingency			1,103,490
Operating Transfer Charges			16,630,866
Operating Transfer Credits			(20,773,462)
Sub-Total New Castle County	~~*320,739,384*~~	***$***	**320,726,234**
Total Authorized Full-Time Positions ***1,655***			

RESERVE ACCOUNTS AS OF APRIL 25, 2023	
Tax Stabilization Reserve Account	72,240,370
Sewer Rate Stabilization Reserve Account	10,434,710
General Fund Budget Reserve Account	44,845,412
Sewer Fund Budget Reserve Account	18,362,788
Total Reserves:	**145,883,280**

Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: May 23, 2023

ORDINANCE NO. 23-067

AMEND THE FY2023 APPROVED OPERATING BUDGET: APPROPRIATE $2,500,000 FROM THE GENERAL FUND TAX STABILIZATION RESERVE ACCOUNT TO THE DEPARTMENT OF PUBLIC SAFETY TO FUND SALARIES

WHEREAS, the County Executive has recommended amendments to the Pay Plan and Rates of Pay for Classified Service Employees Represented by Fraternal Order of Police, New Castle County Lodge No. 5 to reflect wage increases agreed to during contract negotiations via Ordinance 22-078 passed by Council June 28, 2022; and

WHEREAS, the County Executive has recommended amendments to the Pay Plan and Rates of Pay for Fraternal Order of Police, New Castle County Lodge No. 5 Captains, Majors, Lieutenant Colonel to reflect wage increases agreed to during contract negotiations via Ordinance 23-003 passed by Council January 24, 2023; and

WHEREAS, the County Executive has recommended amendments to the Pay Plan and Rates of Pay for Non-Union Classified Service Employees to reflect a wage increase for the Assistant Chief of Emergency Communications and Chief of Emergency Communications position classifications; and

WHEREAS, the County Executive has recommended amendments to the Pay Plan and Rates of Pay for Classified Service Emergency Services Employees represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (hereinafter "Local 3911") to reflect wage increases for emergency communications classifications; and

WHEREAS, additional funding is needed for salaries for the remainder of FY2023 in the amount of $2,500,000; and

WHEREAS, the revenue measures heretofore adopted by the County Council, are, in the opinion of the County Executive, estimated to yield sums at least sufficient to balance the proposed expenditures as set forth in the Approved Annual Operating Budget as hereinafter amended.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Annual Operating Budget for the fiscal year beginning July 1, 2022, is hereby amended by deleting the material stricken and adding the material underscored on the attached "Exhibit A."

Section 2. The foregoing amendment shall be considered a part of the Annual Operating Budget for the fiscal year beginning July 1, 2022, and shall be effective retroactively as though incorporated initially in the Annual Operating Budget.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided in 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, amends the FY2023 Approved Operating Budget by appropriating $2,500,000 from the General Fund Tax Stabilization Reserve Account to the Department of Public Safety Salaries Budget Line Item.

FISCAL NOTE: This Ordinance, if approved, will amend the FY2023 Approved Operating Budget by appropriating $2,500,000 from the General Fund Tax Stabilization Reserve Account to the Department of Public Safety Salaries Budget Line Item.

The revised FY2023 Approved Operating Budget will be $323,239,384. The General Fund Tax Stabilization Reserve balance upon passed of this Ordinance is estimated to be $72,492,392 on June 30, 2023.

COUNTY COUNCIL			
Salaries and Wages		$	2,373,447
Benefits			1,419,731
Training and Civic Affairs			79,418
Communication and Utilities			19,316
Materials and Supplies			55,412
Contractual Services			269,212
Equipment			4,950
Grants and Fixed Charges			197,034
Operating Transfer Charges			144,715
Total		***$***	***4,563,235***
Total Authorized Full-Time Positions	***35***		

COUNTY EXECUTIVE			
Salaries and Wages		$	1,620,891
Benefits			957,820
Training and Civic Affairs			31,904
Communication and Utilities			16,280
Materials and Supplies			22,236
Contractual Services			147,991
Equipment			1,000
Grants and Fixed Charges			1,893,000
Contingency			55,000
Operating Transfer Charges			76,382
Total		***$***	***4,822,504***
Total Authorized Full-Time Positions	***14***		

DEPARTMENT OF ADMINISTRATION			
Salaries and Wages		$	12,042,398
Benefits			7,020,831
Training and Civic Affairs			126,325
Communication and Utilities			6,961,288
Materials and Supplies			162,567
Contractual Services			6,482,455
Equipment			515,745
Grants and Fixed Charges			3,830,289
Operating Transfer Charges			1,024,227
Operating Transfer Credits			(11,775,518)
Total		***$***	***26,390,607***
Total Authorized Full-Time Positions	***166***		

DEPARTMENT OF PUBLIC WORKS		
Salaries and Wages	$	24,542,855
Benefits		14,385,376
Training and Civic Affairs		34,445
Communication and Utilities		24,792,906
Materials and Supplies		5,052,613
Contractual Services		9,413,102
Equipment		750,378
Grants and Fixed Charges		1,233,757
Land and Structures		35,000
Operating Transfer Charges		4,659,870
Operating Transfer Credits		(8,009,063)
Total	***$***	***76,891,239***
Total Authorized Full-Time Positions 379		

DEPARTMENT OF LAND USE		
Salaries and Wages	$	8,547,554
Benefits		5,025,008
Training and Civic Affairs		63,665
Communication and Utilities		112,975
Materials and Supplies		97,677
Contractual Services		1,562,891
Equipment		54,575
Grants and Fixed Charges		31,500
Operating Transfer Charges		1,126,134
Operating Transfer Credits		(800,651)
Total	***$***	***15,821,328***
Total Authorized Full-Time Positions 118		

DEPARTMENT OF COMMUNITY SERVICES		
Salaries and Wages	$	11,407,432
Benefits		5,184,613
Training and Civic Affairs		16,085
Communication and Utilities		1,016,642
Materials and Supplies		1,392,992
Contractual Services		2,140,549
Equipment		35,000
Grants and Fixed Charges		3,110,149
Operating Transfer Charges		1,230,733
Operating Transfer Credits		(188,230)
Total	***$***	***25,345,965***
Total Authorized Full-Time Positions 161		

DEPARTMENT OF PUBLIC SAFETY				
Salaries and Wages		~~62,634,574~~	$	65,134,574
Benefits				36,578,078
Training and Civic Affairs				177,242
Communication and Utilities				1,024,581
Materials and Supplies				1,190,237
Contractual Services				1,995,981
Equipment				1,615,383
Grants and Fixed Charges				6,458,350
Operating Transfer Charges				7,938,182
Total		***~~119,612,608~~***	***$***	***122,112,608***
Total Authorized Full-Time Positions	***711***			
REGISTER OF WILLS				
Salaries and Wages			$	1,108,686
Benefits				642,551
Training and Civic Affairs				35,150
Communication and Utilities				12,266
Materials and Supplies				9,062
Contractual Services				24,770
Equipment				1,950
Operating Transfer Charges				80,523
Total			***$***	***1,914,958***
Total Authorized Full-Time Positions	***19***			

RECORDER OF DEEDS			
Salaries and Wages		$	1,268,310
Benefits			737,299
Training and Civic Affairs			39,820
Communication and Utilities			33,977
Materials and Supplies			12,898
Contractual Services			81,446
Equipment			8,000
Grants and Fixed Charges			18,350
Operating Transfer Charges			150,152
Total		$	***2,350,252***
Total Authorized Full-Time Positions	***24***		
SHERIFF			
Salaries and Wages		$	1,246,585
Benefits			732,842
Training and Civic Affairs			29,452
Communication and Utilities			16,181
Materials and Supplies			20,684
Contractual Services			56,398
Equipment			5,000
Operating Transfer Charges			163,243
Total		***$***	***2,270,385***
Total Authorized Full-Time Positions	***21***		
CLERK OF THE PEACE			
Salaries and Wages		$	461,658
Benefits			272,804
Training and Civic Affairs			14,130
Communication and Utilities			5,256
Materials and Supplies			5,424
Contractual Services			23,593
Operating Transfer Charges			30,639
Total		***$***	***813,504***
Total Authorized Full-Time Positions	***7***		
DEBT SERVICE			
Debt Service		$	46,374,026
Total		***$***	***46,374,026***
Total Authorized Full-Time Positions			

ETHICS COMMISSION		
Salaries and Wages	$	38,000
Benefits		3,950
Training and Civic Affairs		10,500
Communication and Utilities		2,223
Materials and Supplies		2,450
Contractual Services		291,116
Equipment		500
Operating Transfer Charges		6,066
Total	***$***	***354,805***
Total Authorized Full-Time Positions ***0***		
COUNCIL CONTINGENCY		
Contingency	$	250,000
Total	***$***	***250,000***
Total Authorized Full-Time Positions		
EXECUTIVE CONTINGENCY		
Contingency	$	0
Total	***$***	***0***
Total Authorized Full-Time Positions		
PERSONNEL CONTINGENCY		
Contingency	$	455,000
Total	***$***	***455,000***
Total Authorized Full-Time Positions		
ATTRITION CONTINGENCY		
Personal Services - Salaries and Wages	$	(4,924,511)
Personal Services - Employee Benefits	$	(2,910,011)
Total	***$***	***(7,834,522)***
Total Authorized Full-Time Positions		
ONE-TIME CONTINGENCY		
Contingency	$	343,490
Total	***$***	***343,490***

NEW CASTLE COUNTY			
Salaries and Wages	~~122,367,879~~	$	124,867,879
Benefits			70,050,892
Training and Civic Affairs			658,136
Communication and Utilities			34,013,891
Materials and Supplies			8,024,252
Contractual Services			22,489,504
Equipment			2,992,481
Grants and Fixed Charges			16,772,429
Debt Service			46,374,026
Land and Structures			35,000
Contingency			1,103,490
Operating Transfer Charges			16,630,866
Operating Transfer Credits			(20,773,462)
Sub-Total New Castle County	***~~320,739,384~~***	***$***	**323,239,384**
Total Authorized Full-Time Positions 1,655			

RESERVE ACCOUNTS AS OF APRIL 25, 2023		
Tax Stabilization Reserve Account	~~74,992,392~~	72,492,392
Sewer Rate Stabilization Reserve Account		10,663,702
General Fund Budget Reserve Account		44,845,412
Sewer Fund Budget Reserve Account		18,362,788
Total Reserves:	**~~148,864,294~~**	**146,364,294**

Introduced by: Mr. Bell, Ms. Hartley-Nagle
Date of introduction: May 23, 2023

ORDINANCE NO. 23-068

**AMEND THE GRANTS BUDGET:
AUTHORIZE THE COUNTY EXECUTIVE TO SIGN AN AGREEMENT AND APPROPRIATE $75,504 FROM THE STATE OF DELAWARE, DEPARTMENT OF TRANSPORTATION TO THE MILL CREEK FIRE COMPANY TRAFFIC SAFETY VEHICLES GRANT FOR THE DEPARTMENT OF PUBLIC SAFETY**

WHEREAS, funding has been awarded from the State of Delaware, Department of Transportation to the Mill Creek Fire Company Traffic Safety Vehicles Grant to purchase traffic safety vehicles; and

WHEREAS, authorization is requested for the County Executive to sign the agreement with the State of Delaware, Department of Transportation; and

WHEREAS, New Castle County will use the pass-through grant funding to purchase traffic safety vehicles for Mill Creek Fire Company; and

WHEREAS, the traffic safety vehicles are a part of the transportation improvement project; and

WHEREAS, the County Executive has determined that funds received are sufficient to cover the increase in the Grants Budget as hereinafter amended; and

WHEREAS, Council has determined that the provisions of this Ordinance substantially advance, and are reasonably and rationally related to, legitimate government interests (i.e., promoting the health, safety, morals, convenience, order prosperity and/or welfare of the present and future inhabitants of this State).

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Grants Budget, as adopted by Ordinance No. 75-173, is hereby amended by adding the material on the attached "Exhibit A," which is considered to be underscored in its entirety.

Section 2. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Section 3. It is the intent of the County Council that the provisions of this Ordinance shall be effective retroactive to April 6, 2023.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will authorize the County Executive to sign an agreement and appropriate $75,504 from the State of Delaware, Department of Transportation to the Mill Creek Fire Company Traffic Safety Vehicles Grant to purchase traffic safety vehicles. New Castle County will use the pass-through grant funding to purchase traffic safety vehicles, which are part of the transportation improvement project, for the Mill Creek Fire Company.

It is the intent of the County Council that the provisions of this Ordinance shall be effective retroactive to April 6, 2023.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating $75,504 from the State of Delaware, Department of Transportation to the Mill Creek Fire Company Traffic Safety Vehicles Grant.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget of $75,504. This increase will impact FY2023 only, since the targeted program completion date of this award is June 30, 2023.

There will be no fiscal impact beyond FY2023 as a result of this grant award.

DEPARTMENT: Public Safety **EXHIBIT:** "A"

GRANT TITLE: Mill Creek Fire Company Traffic Safety Vehicles **Ordinance No.** 23-068

PROGRAM TITLE: Mill Creek Fire Company Traffic Safety Vehicles

Expense	Current	Change	Revised
Salaries and Wages	$ -	$ -	$ -
Benefits	$ -	$ -	$ -
Training/Civic Affairs	$ -	$ -	$ -
Communication/Utilities	$ -	$ -	$ -
Materials/Supplies	$ -	$ -	$ -
Contractual Services	$ -	$ -	$ -
Equipment	$ 75,504.00	$ -	$ 75,504.00
Grants/Fixed Charges	$ -	$ -	$ -
Land and Structures	$ -	$ -	$ -
Contingency	$ -	$ -	$ -
Operating Transfer Charges	$ -	$ -	$ -
Operating Transfer Credits	$ -	$ -	$ -
Total	$ 75,504.00	$ -	$ 75,504.00

Revenue	Current	Change	Revised
Federal	$ -	$ -	$ -
State	$ 75,504.00	$ -	$ 75,504.00
County	$ -	$ -	$ -
Program Income	$ -	$ -	$ -
Other	$ -	$ -	$ -
Total	$ 75,504.00	$ -	$ 75,504.00

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 4/6/2023 **Estimated Program Completion:** 6/30/2023

The Local Match: **Found in (ORG):**

Ordinance Passed: **Date Revised:**

PROGRAM DESCRIPTION:

New Castle County Department of Public Safety will use this pass-through grant funding for the purchase of traffic safety vehicles for Mill Creek Fire Company. The traffic safety vehicles are part of the transportation improvement project.

5/23/2023

Introduced by: Mr. Cartier
Date of introduction: May 23, 2023

RESOLUTION NO. 23-092

**CONGRATULATING HUNTER PAULSON
FOR ACHIEVING THE RANK OF EAGLE SCOUT**

WHEREAS, Boy Scout Troop 70 Peacemakers Wilmington, Delaware and the Boy Scouts of America have a long and honorable history of service to New Castle County and the State of Delaware; and

WHEREAS, in achieving the rank of Eagle Scout, the highest progress award in scouting, a scout must pass strict character, service, and leadership requirements; and

WHEREAS, Hunter Paulson completed his Eagle Scout Board of Review on February 5, 2023; and

WHEREAS, Hunter is the son of Holly Paulson of Claymont, Delaware and John Paulson of Garnet Valley, Pennsylvania; and

WHEREAS, Hunter is a senior at Sun Valley High School and plans to attend Villanova University in the Fall, majoring in computer engineering with intension for a career in the software industry; and

WHEREAS, Hunter's Eagle Scout project was building and installing a gaga ball pit at a local community pool, which involved leading 18 people for 201 person-hours; and

WHEREAS, Hunter's interests include technology/software, watching sports, Catholic theology and camping; and

WHEREAS, Hunter's Eagle Scout Court of Honor will take place at Saints Peter and Paul Ukrainian Orthodox Church, home of Troop 70 Peacemakers, on Saturday May 13, 2023.

NOW, THEREFORE, BE IT RESOLVED by and for the County Council of New Castle County that County Council hereby congratulates Hunter Paulson on achieving the honorable rank of Eagle Scout**.**

Adopted by County Council
New Castle County on: 5/23/23

_____
President of County Council
of New Castle County

SYNOPSIS: Same as title.
FISCAL NOTE: There is no discernible fiscal impact with the adoption of this resolution.

Introduced by: Ms. Hartley-Nagle
Date of Introduction: May 23, 2023

RESOLUTION NO. 23-093

AUTHORIZING THE COUNTY EXECUTIVE TO SIGN THE DELAWARE PUBLIC EMPLOYEES COUNCIL 81, AFSCME (AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES) (AFL-CIO), AND ITS AFFILIATE LOCAL 3911, COLLECTIVE BARGAINING AGREEMENT

WHEREAS, the County Executive has successfully negotiated a collective bargaining agreement with the Delaware Public Employees Council 81, AFSCME (American Federation of State County, and Municipal Employees) (AFL-CIO), and its affiliate Local 3911, attached as Exhibit "A."

NOW, THEREFORE, BE IT RESOLVED by and for the County Council of New Castle County that County Council hereby authorizes the County Executive to sign the ratified agreement with the Delaware Public Employees Council 81, AFSCME (American Federation of State County, and Municipal Employees) (AFL-CIO), and its affiliate Local 3911 as set forth in Exhibit "A" hereto.

Adopted by County Council of
New Castle County on:

_____
President of County Council
New Castle County

SYNOPSIS: This Resolution authorizes the County Executive to sign the collective bargaining agreement with the Delaware Public Employees Council 81, AFSCME (American Federation of State County, and Municipal Employees) (AFL-CIO), and its affiliate Local 3911. This agreement defines the wages and other terms of employment for the bargaining unit from July 1, 2023 through June 30, 2027.

This four-year agreement provides for a 2.5% wage increase for the period July 1, 2023 through June 30, 2024; 2.5% wage increase for the period July 1, 2024 through June 30, 2025; 2.5% wage increase for the period July 1, 2025 through June 30, 2026; and a 2.5% wage increase effective July 1, 2026. The agreement provides for one time retention bonuses to employees who complete 15, 21 and 26 years of service. The agreement eliminates three existing holidays with pay, adds Juneteenth as a holiday with pay, and provides employees with two floating holidays effective January 1, 2024. The agreement eliminates named health insurance benefit providers, establishes service obligations for paramedic trainees who attend the paramedic academy, and provides for a 5% shift differential to employees who work as a training officer. The agreement also includes a Paygrade change for the positions of Emergency Communications Info & Tech Coordinator, Quality Assurance Coordinator and Telecommunications Training Officer Coordinator from Paygrade 26 to Paygrade 28 effective July 1, 2023.

FISCAL NOTE: This Resolution will approve a four-year contract with the Classified Employees represented by Union Local 3911. The estimated fiscal impacts (Salaries/Wages and Benefits) of the Collective Bargaining agreement for the period of July 1, 2023 through June 30, 2027 are as follows:

FY2024	$933,055	FY2025	$1,889,462
FY2026	$2,869,737	FY2027	$3,874,524

§§§§§§§§§§§§

2023 - 2027

AGREEMENT

between

New Castle County

and

AFSCME Local 3911

The American Federation
of
State, County, and Municipal Employees

A.F.L.-C.I.O.

§§§§§§§§§§§§

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AGREEMENT

This agreement was entered into effective July 1, 2023, by and between the Government of New Castle County, hereinafter referred to as the County, and Local 3911, Council 81, American Federation of State, County and Municipal Employees AFL-CIO, hereinafter referred to as Local 3911. The Local referred to in this agreement and the bargaining unit represented by the Union is Local Union Number Classification 3911, Salaried.

For New Castle County

Honorable Mathew S. Meyer
County Executive

Date

For AFSCME Local 3911

Brian Bradford
President AFSCME, Local 3911

Date

Michael Begatto
Executive Director, AFSCME Council 81

Date

PURPOSE

(1) It is the purpose of this Agreement to promote and ensure harmonious relations, cooperation and understanding between the County and the employees in the bargaining unit covered hereby, to ensure true collective bargaining under state law, to establish wages, hours, working conditions and other terms of employment consistent with the goals and purposes of the Merit System as established by County ordinance and regulation.

The County and the Union jointly pledge their cooperation to work together in the public interest to secure continued improvement in the services offered to the citizens of New Castle County in accordance with objectives of the Reorganization Act.

UNION OFFICE AND TELEPHONE

(2) The County shall provide the Union with an office and a telephone. The County shall provide basic monthly telephone service. The Union shall be responsible for the cost of all long distance calls.

UNION RECOGNITION, UNION MEMBERSHIP AND DEDUCTION OF UNION DUES

(3) Union Recognition

(a) The County recognizes the Union as the sole and exclusive collective bargaining agent for all employees covered by this Agreement for the purpose of collective bargaining with respect to wages, rates of pay, hours of employment, and other conditions of employment.

(b) The term "employees" as used in this Agreement shall include all County employees stated in specifically numbered certifications made in accordance with Title 19, Delaware Code, Chapter 13.

(4) Union Dues

(a) All employees in the collective bargaining unit who have completed thirty (30) days of employment who are Union members, shall pay to the Union dues uniformly required of its members.

(b) The Union shall accept into membership each employee covered by this agreement who tenders to the Union the periodic dues and initiation fee uniformly required as a condition of acquiring or retaining membership in the Union.

(c) Non bargaining unit members filling a limited term position created by an approved leave of absence shall be exempt from all privileges and conditions of the contract.

(5) Deduction of Union Dues

(a) The County agrees to deduct the periodic Union membership dues and initiation fee uniformly required by the Union as a condition of acquiring or retaining membership in accordance with the Constitution and By-Laws of the Union from the pay of employees who certify that they authorize such deductions and who execute the "Authorization for Check-Off of Dues" form.

(b) Employees who certify that they authorize such deductions and execute the "Authorization for Check-Off of Dues" form assign to the Union from any wages earned or to be earned from the County as an employee the regular periodic dues and initiation fee or such amounts as may hereafter be established by the Union and become due it as said membership dues and initiation fee in the Union.

(c) Dues deductions shall be remitted to the designated financial officer of the Local Union not later than the fifteenth (15th) day in the month.

(d) The term "dues" shall not be deemed to include any fine, assessment, contribution or other form of payment required from members of the American Federation of State, County and Municipal Employees, AFL-CIO.

(e) In the event the Union changes the amount or the frequency of Union dues to be deducted from its members, it shall notify the Chief Human Resource Officer ("CHRO") in writing at least thirty (30) working days prior to the effective date of such change.

(f) The Union shall indemnify and hold the employer harmless against any and all claims, demands, suits and other forms of liability that shall arise out of or by reason of any action taken or not taken by the employer for the purpose of complying with any of the provisions of this section on Union Recognition, Union Membership, and Deduction of Union Dues.

(g) In the event the County does not withhold dues from an employee, dues shall be deducted from the next pay period after being notified by the Treasurer of Local 3911.

(h) The employer agrees to deduct from the wages of any employee who is a member of the Union a PEOPLE deduction as provided for in a written authorization. Such authorization must be executed by the employee and may be revoked by the employee at any time by giving written notice to both the employer and the Union. The employer agrees to remit any deductions made pursuant to this provision promptly to the Union together with an itemized statement showing the name of each employee from whose pay such deductions have been made and the amount deducted during the period covered by the remittance.

UNION ELECTIONS, UNION REPRESENTATION AND UNION STEWARDS

(6) (a) The Union may hold elections of local officers on County time and property with the use of a total of 48 hours of release time for employees without loss of pay. This usage shall be limited to once every two years and shall include runoff elections.

(b) The employees in the bargaining unit shall be represented for the purpose of grievance adjustment by a Grievance Committee of not more than five (5) employee members which shall consist of the President of the Local, Chairperson of the Grievance Committee, and three (3) employee members.

(c) Members of the Executive Board shall be granted up to four (4) hours of release time monthly, without loss of pay, to participate in monthly union meetings, and up to an additional four (4) hours for each of two (2) special union meetings each year, provided, however, that no more than two (2) Executive Board members from the EMS Division and two (2) Executive Board members from the Communications Division shall be entitled to release time for any one meeting identified in this paragraph. A member of the Executive Board shall inform their supervisor when release time is needed and provide his or her supervisor with sufficient contact information such that the supervisor may contact the member for business purposes.

(7) The County agrees to recognize stewards in accordance with the following:

Public Safety Department

Emergency Medical Services (2-2-4 shift)	1 Steward per platoon
Emergency Medical Services (non 2-2-4 shift)	2 Stewards
Emergency Communications Center (2-2-4 shift)	1 Steward per platoon
Emergency Communications Center (non 2-2-4 shift)	1 Steward

The President of the Local Union shall notify the CHRO of the appointment of all Shop Stewards.

In the event an area steward is not available for the investigation and processing of grievances as specified in the grievance procedure herein due to being absent from work, an alternate from the Stewards area may be appointed by the President of the Local Union to serve until the Area Steward shall return. The President of such Local Union shall notify the CHRO of such alternate's appointment and the term thereof, in order that County government management personnel involved in the Grievance Procedure will give recognition to the alternate.

Increase or decrease of employment in any department or as additional departments are established shall result in the adjustment of the number of stewards by agreement of the CHRO of the County government and the Union.

(8) The Union agrees that new employees in the probationary status shall not be eligible to serve as a member of the Grievance Committee or area steward.

(9) The Chairperson of the Grievance Committee and area stewards may leave their places of work without loss of pay with the understanding that the time will be devoted to proper investigation and processing of grievances as specified in the grievance procedure herein. The President of the Union shall be exempted from this requirement and may absent himself/herself from work without loss of pay for legitimate union business.

The President of the Union, employees, area stewards, and members of the Grievance Committee shall, upon leaving and returning to their place of work, report to the Director of Public Safety or Division Manager. They shall also provide their supervisor with sufficient contact information such that the supervisor may contact them for business purposes.

Such employees will continue to work at their assigned job except when required to process grievances as provided herein.

(10) County employees whose attendance is required at grievance proceedings shall attend hearings or conferences during their regularly scheduled working hours without loss of pay. Request by the Union for attendance of such employees at mediation and Arbitration hearings shall be cleared with the CHRO or Acting CHRO and the Director of Public Safety or Acting Director of Public Safety involved. Any County employee attending such hearing or conferences outside of regularly scheduled working hours shall not be eligible for pay for attendance at such hearings or conferences.

(11) Grievance Procedure

(a) Any grievance or dispute which may arise between the parties concerning the wages, hours, and working conditions and the application or interpretation of this agreement shall be taken up in accordance with the procedure outlined below.

(b) A grievance is expected to state the section(s) of the agreement claimed to be in violation.

(12) (a) The Union agrees that it shall represent all members of the bargaining unit.

(b) It shall be the firm policy of the County to assure every employee in the bargaining unit an unobstructed use of the grievance procedure without fear of reprisal or without prejudice in any manner concerning his/her job status.

(c) Copies of grievance decisions at all steps of the grievance procedure shall be forwarded to the Grievance Chairperson and President.

(13) The time limits as set forth herein may be extended, in writing, by agreements of the parties.

(14) STEP ONE: (Director of Public Safety or Acting Director of Public Safety)

No later than ten (10) working days after an event or ten (10) working days after an employee becomes aware of an event (provided this is a reasonable period of time) which leads to a grievance, the employee or one designated member of a group having a grievance shall, with or without the shop steward, present the grievance to the Director of Public Safety or Acting Director of Public Safety, as well as the CHRO or designee. Such grievance shall be reduced to writing on forms provided by the County and signed by the employee(s) involved and the area steward. The Director of Public Safety or Acting Director of Public Safety will then send for the area steward without any discussion of the grievance, in order that the area steward shall be present at the discussion and adjustment. The County may have in attendance additional management representatives as needed to assist in processing, responding to, or adjusting the grievance, providing the County gives prior notice to the Union as to who will attend. The Director of Public Safety or Acting Director of Public Safety shall give his/her decision in writing within ten (10) working days after the grievance has been submitted with his/her conclusion clearly written thereon.

(15) STEP TWO: (Chief Administrative Officer, Deputy Chief Administrative Officer or their designees, (not to include the CHRO or any of his or her staff.)

In the event the Director of Public Safety or Acting Director of Public Safety's written decision as set forth in Step One shall be unsatisfactory, the area steward shall promptly deliver the Union's copy to the Chairperson of the Grievance Committee and President who shall appeal the grievance to the Chief Administrative Officer, Deputy Chief Administrative Officer or their designees, (not to include the CHRO or any of his or her staff) in writing within ten (10) working days after the Director of Public Safety's or Acting Director of Public Safety's decision has been given in Step One. The Hearing Officers shall schedule a meeting within ten (10) working days with the President of the Union, Chairperson of the Grievance Committee and three (3) employee committee persons, the area steward, and the aggrieved employee to discuss the appealed grievance. The County may have in attendance additional management representatives as needed to assist in processing, responding to, or adjusting the grievance, providing the County gives prior notice to the Union as to who will attend. This meeting may also be attended by a Representative(s) of Council No. 81 of the American Federation of State, County and Municipal Employees, AFL-CIO. At the conclusion of the discussion, the Hearing Officers shall submit their decision in writing on the grievance form within ten (10) working days and shall affix their signature thereto.

(16) STEP THREE: Mediation

At the request of either party, made within ten (10) working days of the Step Two 2 decision, a grievance may be submitted to a mediator with the Federal Mediation and Conciliation Service, with contemporaneous notice to the other party. In the event that one party requests mediation, the other party shall consent to mediation. While the grievance is pending mediation, the time deadlines to file for arbitration shall be held in abeyance. The parties agree that mediation shall be non-binding and shall take place within thirty (30) days of the request for mediation. In the event that there are any costs associated with mediation, the parties shall bear the costs equally.

ARBITRATION

(17) STEP FOUR: (Appeal to Arbitration)

(a) In the event the Step Two decision is unsatisfactory, and the grievance is not resolved at mediation, it may be appealed to arbitration by either party. A request for arbitration shall be filed with the American Arbitration Association ("AAA") under the then current Labor Arbitration Rules within thirty (30) working days after the Step Two decision has been given in writing by the Step Two Hearing Officer, or within five (5) days after termination of mediation. Otherwise, the case shall be considered settled on the basis of the Step Two decision.

(b) The Arbitrator shall be selected from the membership of the AAA by mutual agreement of the County and the Union. In the event the parties cannot agree on a selection within ten (10) working days after receipt of a list of available arbitrators from the AAA, the arbitrator shall be selected under the AAA's Voluntary Labor Arbitration Rules then in effect.

(c) The decision of the Arbitrator shall be final and binding on the parties, and the Arbitrator shall be requested to issue a decision within thirty (30) days after the conclusion of testimony and argument.

(d) The arbitration award shall be in writing and shall set forth the Arbitrator's opinion and conclusion on the issue(s) submitted. The Arbitrator shall limit the decision strictly to the application and interpretation of the provisions of the agreement. The Arbitrator shall be without power to make any decision contrary to or inconsistent with, or modifying or varying in any way, the terms of this Agreement. The Arbitrator shall have no power to establish or change any salary or the job content of any classification or modification of any wage schedule.

(e) In case a grievance involving any continuing or other money claim against the County, no award shall be made by the Arbitrator, which shall allow any alleged accruals prior to the date when such grievance shall have been presented to the County in writing except in a case whereby the employee

of the Union due to lack of knowledge could not know prior to that date there were grounds for such a claim. In such cases, retroactive claims shall be limited to a period of thirty (30) calendar days prior to the date the claim was first filed in writing.

(f) The fee for the Arbitrator's service and expenses, the administration fee of the AAA, and costs of the proceeding shall be borne equally by the County and the Union. If either party desires a verbatim record to be made, it shall pay for the record and supply the Arbitrator with a copy. Should the other party desire a copy(s) it can be obtained at the cost of the copy or copies desired.

(18) Special Rights of the Parties

The Union has the right to initiate a system-wide grievance at Step Two without necessarily representing a single grievant. Only those employees whose presence is necessary in the judgment of the Union in order to present such a system-wide grievance shall attend such grievance or arbitration hearings. All employees in the group or class that will be affected by the system-wide grievance shall be bound by any final decision, or by any resolution accepted by the Union. The County has the right to submit directly to arbitration those issues, which may prevent or halt what is alleged to be a violation or breach of this agreement by the Union. The President of the Union shall first be informed of such action by the County. As a courtesy, the Union shall deliver a copy of the system-wide grievance to the Director of Public Safety, and to the CHRO.

DISCRIMINATION

(19) The County shall not interfere with or discriminate in respect to any term or condition of employment against any employee covered by this Agreement because of membership in, or legitimate activity as required in this Agreement on behalf of members of this bargaining unit, nor will the County discourage membership in the Union or encourage membership in any other Union.

(20) The County and the Union will cooperate in providing equal opportunity in employment and promotional opportunities for all persons; in prohibiting discrimination because of age, race, color, religion, gender, national origin, disability, political affiliation, or sexual orientation; and in promoting the realization of equal employment opportunity through a continuing diversity program. This program will be administered for employees and applicants for employment in conformance with all applicable laws, regulations, and policies.

MANAGEMENT OF THE COUNTY AND PRESERVATION OF THE MERIT SYSTEM

(21) The Union recognizes that an area of responsibility must be reserved to the County Executive, County Council, Director of Public Safety and General Managers, if the County Government is to function effectively. In recognition of this principle, it is

agreed that the following responsibilities of management are not subject to collective bargaining unless specifically modified by the Agreement:

(a) The determination of the governmental services to be rendered to the citizens of New Castle County.

(b) The determination of the County's financial, budgetary, accounting and organization policies and procedures.

(c) The continuous overseeing of personnel policies, procedures and programs by the Human Resources Advisory Board and the CHRO designed to retain and improve the merit system for County Government.

(d) The provisions of any County Ordinance establishing an Office of Human Resources and all rules and regulations of the County's Merit System not inconsistent with the terms of this Agreement including the operation and administration of the County pay plan.

(e) The determination of the duties to be included in job classifications; the administration of the "Pay Plan"; the sole right to make personnel appointments through valid selection techniques; the determination of the number of men or women to be employed or retained in employment; the necessity for shift operation and rotation of the work week; overtime and the amount of overtime required; the maintenance of discipline and responsibility for performance evaluation.

SENIORITY

(22) The parties agree that they share a mutual concern for the efficient operation of all County departments. Therefore, the County agrees to seniority by occupational classification and occupational groupings with respect to layoffs, recall, transfer, and promotion.

(23) Acquiring Seniority:

Employees shall be regarded as temporary employees until their names have been placed on the seniority list of the County.

Any full-time employee shall establish seniority by satisfactorily completing the probationary employment period as set forth below and thereafter their names shall be placed on the seniority list of their occupational classification on a County-wide basis in order of their seniority as of the first day of employment.

In the event of a tie in seniority, the employee with the highest last three digits of his/her social security number shall be considered the senior employee. If a tie exists when these last three digits have been reviewed, the employee with the highest last four digits in his/her social security number shall be considered the senior employee.

(24) Probationary Employment Period:

After attaining certification, all fulltime, newly appointed salaried employees shall be subject to a probationary employment period of six (6) months from the date of written release to full duty. A copy of such release shall be provided to the Union President.

(25) During the probationary employment period such employees may be discharged or disciplined by the County without the same causing a breach of this Agreement or constituting a grievance.

(26) Seniority shall govern within the limitations of occupational classification and occupational classification groupings on a Countywide basis in order to make certain that the County services will be carried on efficiently and without interruption.

(27) Temporary Transfer

(a) A temporary transfer is the movement of an employee to perform work within a job classification to a different building location in the same or different department. The movement of an employee to perform work within a job classification within the department and within the building to which the employee is regularly assigned shall not be considered a transfer. This language is not intended to create a position of permanent floating employee nor either to be used as subterfuge from permanently filling vacancies nor to be construed as a requirement to fill any vacancy.

(b) When the County determines a need to temporarily transfer employees, the Director of Public Safety may utilize any of the steps below:

(1) An intra-departmental temporary transfer across building locations shall be based upon seniority among the employees within the section from which the transfer occurred. If the senior employees turn down the temporary transfer offer, the junior employee from the section shall be temporarily transferred.

(2) An inter-departmental temporary transfer across building locations shall be based upon seniority among the employees within the section from which the transfer occurs. If the senior employees turn down the temporary transfer offer, the junior employee from the section shall be temporarily transferred.

(3) When an inter-department temporary transfer is determined necessary by the County and requires no change in building location, as listed below, the individual to be temporarily transferred shall be selected on the basis of availability, workload and least

disruption to the County. While seniority shall be considered, it may not be determinative. The building locations are grouped as follows:

(i) Government Center

(ii) City/County Building/Public Building

(iii) Churchman's Road, Base D

(iv) Conner Building

Employees transferred under Paragraph 27 (b)(3) to a position whose hours are other than the employee's normal work hours shall have the option of working his/her normal hours or the hours of the transferred position. If the transferred employee works his/her normal hours, he/she may be required to return to their assigned department for non-overlapping hours.

(c) Any employee temporarily performing the work of an occupational classification lower than his/her own shall be paid the rate of the position from which he/she is transferred.

(d) Temporary transfers shall be for a period of no longer than thirty (30) working days, except by written agreement of the County and the Union. If a temporary transfer is for the purpose of replacing an employee who is absent due to a leave of absence, or extended illness, the temporary transfer may be for a period of up to six (6) months. In such a case, the County shall notify the Union if the temporary transfer will extend beyond thirty (30) days.

(e) A temporary transfer must receive the approval of the CHRO.

(28) Temporary Promotion

(a) A temporary promotion is the assignment and performance of duties of a higher rated classification for at least one hour in a day, but less than thirty (30) working days, except by agreement of the County and the Union. If the temporary promotion is for the purpose of replacing an employee who is absent due to a leave of absence, or extended illness, “temporary” means for a period of up to six (6) months. In such a case, the County shall notify the Union if the temporary promotion will extend beyond thirty (30) days. During the time any employee is temporarily promoted, such an employee shall be paid the higher rate of pay.

(b) In the event it is necessary for the County to temporarily assign any employee to perform the duties of a higher rated classification for a period of two (2) or less working days, the County will fill the position from any existing eligibility list provided that the selected employee has completed orientation for the position and has been on the existing eligibility list, for

at least three (3) months. In the event that no eligibility list exists, the County, at its discretion, shall select the employee to fill the position in accordance with the existing rank structure for the Division. The County agrees to provide, during this three (3) month period, orientation to those employees on an eligibility list whose standing on the eligibility list and shift assignment make them the most likely candidates for temporary promotion. Other employees on an eligibility list will be provided orientation opportunities in cases where the employee expresses interest to the employee's supervisor in receiving orientation and time permits such orientation to take place.

(c) When such temporary assignment to a higher rated classification is found necessary by the County for a period in excess of two (2) working days, the County will fill the position as follows:

(1) Where an eligibility list exists, the County shall assign the highest ranking available employee from the list in order of section, division, and then department within the building location.

(2) If there is no employee available in accordance with (1) above, or if no eligibility list exists, the County shall temporarily transfer the senior qualified available employee within the section, division, and then the department within the building location.

(d) With the exception noted in Paragraph 28(a), temporary promotions shall be for a period of no longer than thirty (30) working days except by written agreement of the County and the Union.

(e) The County will notify the Union President of an employee temporarily promoted for an entire payroll period or temporarily transferred under the provisions of Paragraph 27. For purposes of defining a section under Paragraphs 27 and 28, section is defined in accordance with the County's seniority list.

(29) A vacancy created as a result of extended illness or leave of absence is not an open position for the period of such illness or leave of absence, and therefore the County may not, during such periods, permanently fill the vacancy.

(30) Permanent Transfer

(a) In order to be considered for filling a vacancy by transfer within the same occupational classification, but in another department, any permanent employee requesting such transfer must have his/her application in the continuing file in the Office of Human Resources on a form available in the Office of Human Resources.

(b) Eligible employees having filed shall be given prior consideration in filling such vacancies, seniority governing, and without written

examination, provided the applicant can demonstrate the capability to perform the work required. The applicant will be certified to the appointing authority provided his/her most recent "Performance Report to Employees" does not have a rating of unsatisfactory.

(c) Employees transferred under this section shall not be eligible for more than one transfer in a one (1) year period from the date of latest transfer.

(d) An employee who has been promoted shall not be eligible for transfer for a period of one (1) year from the date of appointment.

(31) Seniority and Reduction in Force

The parties agree that they share a mutual concern for the efficient operation of all County departments. Therefore, the County agrees to seniority by occupational classifications and occupational groupings with respect to layoffs, recall, transfer, and promotion.

The County also agrees that when there is a reduction in work force or layoff in an occupational classification, employees having the least County seniority shall be laid off first.

When an employee moves from one occupational classification to another, by promotion, demotion or transfer, his/her name shall be placed on the seniority list of that occupational classification effective with the first day of employment with the County.

The length of County seniority an employee has with the County shall govern within the limitations of occupational classification groupings on a County-wide basis in order to make certain the County services will be carried on efficiently and without interruption.

Layoffs and reductions when necessary in an occupational classification shall begin with those employees having the least County-wide seniority in that classification. County seniority shall be defined as the first day of employment with the County. A senior employee may displace the junior employee in a lower classification within the predetermined job classification grouping as set forth in the Exhibit D attached hereto (unless placement can be made by the County to a vacancy in such employee's class) after exhausting their seniority within their own classification. In the exercise of seniority for layoff, due consideration shall be given to the classification of work and the ability of the employee to qualify, that is to say, an employee to qualify must have the skill, ability and physical fitness to perform the work required.

(32) No employee shall be permitted to displace a junior employee in an occupational classification in a higher grade.

(33) Employees shall be recalled according to seniority in the inverse order of layoff.

(34) Loss of Seniority

An employee shall lose seniority standing, including seniority points, for the following reasons:

(a) Upon voluntary resignation.

(b) If absent for three (3) consecutive working days without properly notifying the County, the employee shall be considered as having voluntarily quit his/her employment with the County. This provision shall be waived by the CHRO if the employee submits evidence, which indicates that it was impossible to give such notification.

(c) If the employee is discharged for just cause.

(d) If the employee fails to report for work at the termination of an authorized leave of absence.

(e) If the employee accepts employment from another employer while on authorized leave of absence from the County, except appointment made to serve in public office.

(f) Retirement.

(g) If the employee is separated from the payroll of the County for more than two (2) years.

(35) In the event of a reduction in force or the discontinuance of a department, employees affected will be transferred to other departments within their occupational classification exercising their seniority on a County-wide basis. If work in the employee's occupational classification becomes available in his/her former department within a one (1) year period, before any new employee or employee with less seniority may be placed therein, the employee shall be given one option of returning. If the employee elects to remain in the new department, all rights to return are forfeited. The option set forth herein shall also apply to employees transferred to an occupational classification other than their own following such reduction of force or departmental discontinuance.

(36) The Office of Human Resources shall keep the seniority lists up to date. A copy of County-wide seniority lists containing the dates of hire, occupational classifications, and pay grades shall be provided to the President of the Local Union quarterly starting January of each year.

(37) The County shall notify the Union, in writing, each month, of all new hires, terminations, layoffs, recalls, new occupational classifications, permanent transfers, a list of vacant positions identifying the Department in which each vacancy exists, and persons provided by an independent contractor, as well as proposed occupational classifications upon their placement on the docket of the Human Resources Advisory Board or of Council.

The County shall provide the Union with a list of names of employees, including ranking, each time a new eligibility list is certified. In addition, the Union shall have the right to review eligibility lists at the Office of Human Resources.

JOB CLASSIFICATIONS AND EMPLOYEE REQUIREMENTS

(38) Vacancies – Promotion:

When a vacancy becomes available such vacancy will be filled from the certified eligibility lists previously established and on file in the Office of Human Resources. Such an eligibility list is valid for a period of one (1) year.

(39) Examination and Certification:

The County will maintain a current eligibility list for all classifications which members meet the qualifications. This examination for this list will take place every 24 months and that a new list will be certified yearly. To qualify to take an examination, an employee must have a rating of "satisfactory" on his/her current performance evaluation report. Where applicable, consideration shall also be given to technical competence, qualities of leadership, supervisory ability and such other established employment requirements.

(40) Applications:

(a) In order to be permitted to take the required qualifying examination for placement on an eligibility list, employees must have their applications in a file in the Office of Human Resources. Promotional applications are available in the Office of Human Resources for this purpose. Employees must apply electronically.

Where an employee submits a promotional application request, the Office of Human Resources shall provide to the employee written acknowledgment of receipt of the employee's promotional application. In the event the employee does not receive said written acknowledgment within five (5) working days of submitting this application, it shall be the employee's responsibility to notify the Office of Human Resources.

(b) When a vacant position is to be filled, the CHRO will arrange to place an announcement of the vacancy on the bulletin boards in designated locations provided no eligibility list exists. All announcements of positions to be filled shall be posted for seven (7) workdays.

Any employee desiring consideration for the announced vacancy shall have in the Office of Human Resources a properly completed promotional form not later than 5 p.m. on the workday following removal of the notice. The Office of Human Resources shall evaluate the information provided on the application and notify the applicant, in writing, if he/she meets the minimum requirements for the position. The applicant shall also be notified of the time, date and place of the examination.

(c) Employees who do not qualify during the probationary period of promotional reassignment shall not be eligible to apply for a promotional opportunity in the same class for a period of six (6) months from the date of return to their former position or the date of the next examination for such same class whichever is later.

(41) Seniority Weighting:

Any employee who applies for a vacant or promotional position must meet the minimum requirements for the position and receive a passing score on all required examinations.

In determining the final score employees' seniority with the County will be weighted as set forth below to a total possible seniority allocation of ten (10) points on a scale of 100 points, or such similar percentage. Seniority points will be added to the final passing score.

COMPLETED YEARS OF SERVICE	SENIORITY POINTS
Completion of Probationary Period	.50
1	1.0
2	1.5
3	2.0
4	2.5
5	3.0
6	3.5
7	4.0
8	4.5
9	5.0
10	5.5
11	6.0
12	6.5
13	7.0
14	7.5
15	8.0
16	8.5
17	9.0
18	9.5
19	10.0

(42) The CHRO shall notify all applicants, in writing, of the results of their examination. The CHRO shall certify the names of the top five (5) eligible applicants to the appointing authority from a valid eligibility register. The appointing authority shall select one of the five applicants so certified for the vacancy.

The Office of Human Resources shall disapprove requests for selective certification that would violate merit principles. When a selective certification is made in which the Union disagrees, the position will not be filled and a grievance may be filed directly to Step Two of the grievance procedure.

An applicant's examination papers will be available for inspection, during normal business hours. An applicant shall have up to ten (10) working days after the date of the letter to the applicant providing test results for inspection of the examination papers. In the event that an employee feels that (1) seniority weighting was omitted or improperly added after scoring the examination, or (2) that the examination was improperly scored, he/she may resort through the Union, to the grievance procedure at Step Two.

(43) A promotional appointment shall be subject to a six (6) month probationary period.

POSITION CLASSIFICATION

(44) Classifications within the bargaining unit shall be in accordance with the following:

(a) New classifications or any existing classification in which the class specification is substantially changed, shall be evaluated by the County and the class allocated and a rate of pay established. The County shall notify the Union of the class allocation of the new or changed class specification and the rate of pay established therefore and shall also provide a copy of the class specification to the Union for informational purposes. If the Union disagrees with the rate of pay established for the new classification, notification of such disagreement shall be sent by the Union to the County within ten (10) days after the classification has been certified to this bargaining unit by the Public Employment Relations Board. If the Union disagrees with the rate of pay for existing classifications where the class specification has been substantially changed, notification of such disagreement shall be sent to the County within ten (10) days after the Union has received notice that the classification has been substantially changed and no new rate established. Notification in the above two cases by the Union to the County that a disagreement exists shall be in writing and such notification shall contain a report which includes a statement of justification for rejection of the allocation of the class to the rate of pay. The parties shall then commence collective bargaining on the rate of pay. The process of bargaining must begin, but not necessarily be completed, immediately upon notification to the Office of Human Resources by Local 3911 that a disagreement exists. If agreement is not reached within ten (10) working days the Union through the President of the Local may submit the disputed wage rate to Step Two for determination, which shall be final and binding on the County and the Union.

(b) A classification review may be initiated by an employee by requesting that the CHRO review the employee's classification. Any employee

alleging improper classification based upon the duties and responsibilities as set forth in the class specification then effective, if not corrected within two months, from the date the Office of Human Resources receives the employee's request for classification review, shall have the right through the Union to submit a grievance at Step Two of the Grievance Procedure providing an appeal has not been filed within three (3) months.

(c) In the event that an existing classification is substantially changed or a new classification is established and certified to this bargaining unit, the County and the Union will meet and confer to determine in which occupational grouping the classification is to be placed. The resolution of this matter shall be outlined in a Memorandum of Agreement signed by the parties which shall constitute an addendum to Exhibits B, C, and D of this Agreement.

PERFORMANCE REPORT TO EMPLOYEES

(45) (a) In the event the performance report of any employee is not rated as "satisfactory or above" precluding such employee from receiving the regularly scheduled merit increment and availability to the promotional register, the employee through the Union shall have the right to appeal the Performance Report at the Second Step of the Grievance Procedure. In addition, in the event the performance report of any employee not rated as "satisfactory or above" carries the potential to lead to a demotion of the employee receiving such rating, the employee through the Union shall also have the right to appeal the Performance Report at the Second Step of the Grievance Procedure.

(b) To initiate review of a performance report, an individual employee shall, upon discussion of the performance report with the rating authority, request a meeting with his/her review officer.

(c) The performance report of "unsatisfactory" during an employee's promotional probationary status will not affect scheduled merit increments or availability to the promotional register in such employee's permanent classification.

PERSONNEL FILES

(46) (a) Although supervisors may maintain working files on employees, there shall be one official personnel file on each employee, and that file shall be maintained in the Office of Human Resources. All files containing personal and confidential information relating to employees shall be kept in a secure file cabinet.

(b) Any document prepared by a supervisor relating to employee performance, shall not be used in any proceeding against the employee unless the

document has been placed in the central personnel file on the employee maintained by the Office of Human Resources.

(c) Anyone who reviews an employee's personnel file, other than staff employed in the Office of Human Resources, shall sign and date a form to be prepared by the Office of Human Resources. This form shall be placed in the employee's personnel file.

(d) An employee shall have the right to review his/her personnel file, with the exception of confidential materials, at a time mutually agreeable to the employee and a representative of the Office of Human Resources. "Confidential material" shall be defined as employment references.

(e) An employee may have a representative present during such a review. However, the personnel file shall not be taken from the office by the employee and shall be examined in the presence of a representative of the Office of Human Resources.

HOLIDAYS WITH PAY

(47) (a) The following days shall be holidays with pay. The dates of observance shall be those specified by the State of Delaware for such holidays:

New Year's Eve Day (December 31st)
Martin Luther King's Birthday
President's Day
Good Friday (For employees in this bargaining unit who work seven (7) day operations, this holiday shall be observed on Easter Sunday.)
Memorial Day
Juneteenth
Independence Day
Labor Day
Veterans Day
Election Day
Thanksgiving Day
Day after Thanksgiving
Christmas Eve Day (each employee shall be required to work one-half of his or her shift irrespective of when the shift begins. Should the County Executive extend the Christmas Eve half-day to a full day, the extra hours shall be treated as a holiday.)
Christmas Day

Such other days as the Governor and/or the County Executive may designate as holidays with pay shall be considered "special holidays.

(b) Effective January 1, 2024, employees shall be granted two floating working holidays each calendar year, where the employee will be paid time and one half for all hours worked on their floating holiday plus holiday pay.

Floating working holidays must be taken by December 31st of each year. Unused floating working holidays shall not carryover to the next calendar year. An employee who wishes to use a floating working holiday must provide a written request at least two weeks in advance to the employee's supervisor.

(48) With respect to holidays where an employee does not work on the designated holiday, an employee working the 35-hour work week will be paid 7 hours at straight time or have 7 hours accrued to vacation, and an employee working the 2-2-4 or power shift will be paid 12 hours at straight time or have 12 hours accrued to vacation. Where the employee works the holiday, the employee will be paid time and one half for all hours worked plus holiday pay. All employees working the holiday shall have the option of receiving vacation hours in lieu of holiday pay.

(49) **Reserved.**

(50) Whenever a holiday falls on a Saturday, the preceding Friday shall be considered a holiday, and whenever a holiday falls on a Sunday, the following Monday shall be considered a holiday

For an employee who works a seven (7) day operation, New Year's Eve Day, Independence Day, Veterans Day, Christmas Eve, and Christmas Day shall always be celebrated on the actual holiday irrespective of the day of the week on which the holiday falls.

(51) When administratively possible, Director of Public Safety will endeavor to schedule time off for employees on as many of the approved holidays provided for herein, taking into account the services required.

(52) (a) In order to receive holiday pay, employees who are not scheduled to work on a holiday must have been in paid status for the entire last scheduled workday prior to and the next scheduled workday following the holiday if work is available. Holiday pay shall be granted to employees not scheduled to work on the holiday if absence the last scheduled workday prior to or the next scheduled workday following the holiday is due to personal illness which is accompanied by a note from the treating health care provider, emergency illness of a member of the immediate family as defined in Paragraph 64(d) and accompanied by a note from a treating healthcare provider, death in the immediate family, hospitalization or injury on the job.

Employees who report to work on a holiday shall not be required to produce a note from a treating health care provider in order to receive holiday pay in the event they are absent from work due to personal illness or the emergency illness of a member of the immediate family as defined in Paragraph 64(d) on the last scheduled workday prior to and the next scheduled workday following the holiday, provided however, that such absences unaccompanied by a note from a treating health care provider shall not be considered productive time as set forth in Paragraph 84(a), regardless of whether the employee is scheduled to work the holiday.

(b) An employee shall have the option of receiving his/her holiday pay in separate semi-annual checks. Such payments would be made on June 30 and December 15. If an employee chooses to exercise this option, it is understood that it would be effective for one (1) year, after which the employee may choose to again exercise the option or not. This option must be exercised prior to January 1 of each year.

(53) Employees who have holiday work assignments and then fail to report and perform such work for any reason other than those set forth in Paragraph 52(a) shall not receive pay for the holiday.

VACATIONS

(54) Permanent, full-time employees of the County covered by the terms of this collective bargaining agreement who meet the eligibility criterion as of December 31 of a given year shall be granted vacation with pay, or a vacation allowance in lieu thereof in accordance with the requirements outlined below. With regard to vacation allowance in lieu of vacation time off, it shall be at the County's option and complete discretion whether to provide to an employee at his or her request a vacation allowance in lieu of vacation time off.

For purposes of this Agreement, a day is defined as 7 hours for employees working the 35-hour work week and 12 hours for employees working the 2-2-4 and power shifts. Employees will be charged hour for hour for the use of vacation. In connection with the 2-2-4 and power shifts, it is agreed that for purposes of determining a workday under this paragraph, hours shall be calculated on a 12 hour basis.

(a) Employees on the payroll of the County as of December 31 of a given year who shall have not completed 12 months of accumulated service with the County at December 31, shall be eligible in the following year for one (1) day of vacation for each complete month of accumulated service, to a maximum of ten (10) days. (For the purposes of this policy, any employee placed on the County's payroll on the first work day of any month shall be considered to have a full month's service in that month.)

(b) Employees on the payroll of the County who shall have one (1) year of accumulated service with the County at December 31, but less than five (5) years, shall be entitled to ten (10) days of vacation in the following year.

(c) Employees on the payroll of the County who shall have five (5) years of accumulated service with the County at December 31, but less than ten (10) years, shall be entitled to fifteen (15) days of vacation in the following year.

(d) Employees on the payroll of the County who shall have ten (10) years of accumulated service with the County at December 31, but less than fifteen (15) years shall be entitled to twenty (20) days of vacation in the following year.

(e) Employees on the payroll of the County who shall have fifteen (15) years of accumulated service with the County as of December 31, shall be entitled to twenty-five (25) days of vacation in the following year.

(f) Employees on the payroll of the County who have completed more than fifteen (15) years of accumulated service with the County as of December 31, shall be eligible for twenty-five (25) days of vacation, and one additional day of vacation for each successive year of accumulated service in the following year.

(55) Any employee completing the fifth (5th) year of accumulated service, or the tenth (10th) year of accumulated service, or the fifteenth (15th) year of accumulated service with the County during the current vacation year, shall be entitled to fifteen (15) days of vacation, or twenty (20) days of vacation, or twenty-five (25) days of vacation, as the case may be, in the current vacation year. Any employee completing more than fifteen (15) years of accumulated service, shall be entitled to twenty-five (25) days of vacation and one (1) additional day of vacation for each successive year of accumulated service in the current vacation year.

(56) In the case of an employee who is on an approved leave of absence when vacation is vested on December 31, he/she shall be credited with vacation, upon his/her return, for each full month of service, which was completed before the leave began in the preceding calendar year. The vacation shall be credited, during the current calendar year, in accordance with the following formula:

(a) For an employee who would be entitled to ten (10) days of vacation if he/she had worked until the preceding December 31, one (1) day of vacation for each completed month of accumulated service, to a maximum of ten (10) days.

(b) For an employee who would be entitled to fifteen (15) days of vacation if he/she had worked until the preceding December 31, one and one-half (1.5) days of vacation for each completed month of accumulated service, to a maximum of fifteen (15) days.

(c) For an employee who would be entitled to twenty (20) days of vacation if he/she had worked until the preceding December 31, two (2) days of vacation for each completed month of accumulated service, to a maximum of twenty (20) days.

(d) For an employee who would be entitled to twenty-five (25) days of vacation if he/she had worked until the preceding December 31, two and

one-half (2.5) days of vacation for each completed month of service, to a maximum of twenty-five (25) days.

(e) For an employee who would be entitled to more than twenty-five (25) days of vacation if he/she had worked until the preceding December 31 ("the employee's total vacation days"), the employee's total vacation days divided by ten (10), rounded to the nearest one-half day, for each completed month of accumulated service, to a maximum of the employee's total vacation days. For example, if an employee would be entitled to thirty-four (34) vacation days if he/she had worked until the preceding December 31, such an employee would be credited with three and one-half (3.5) days of vacation for each completed month of accumulated service, to a maximum of thirty-four (34) days.

(57) An employee who is on an approved leave of absence during the current calendar year but returns to work before December 31 shall vest vacation according to the following formula:

(a) For an employee who would have been entitled to ten (10) days of vacation if he/she had worked during the entire calendar year, one (1) day of vacation for each completed month of service in the current calendar year, to a maximum of ten (10) days.

(b) For an employee who would have been entitled to fifteen (15) days of vacation if he/she had worked during the entire calendar year, one and one-half (1.5) days of vacation for each completed month of service in the current calendar year to a maximum of fifteen (15) days.

(c) For an employee who would have been entitled to twenty (20) days of vacation if he/she had worked during the entire calendar year, two (2) days of vacation for each completed month of service in the current calendar year, to a maximum of twenty (20) days.

(d) For an employee who would have been entitled to twenty-five (25) days of vacation if he/she had worked during the entire calendar year, two and one-half (2.5) days of vacation for each completed month of service in the current calendar year to a maximum of twenty-five (25) days.

(e) For an employee who would have been entitled to more than twenty-five (25) days of vacation if he/she had worked during the entire calendar year ("the employee's total vacation days"), the employee's total vacation days divided by ten (10), rounded to the nearest one-half day, for each completed month of service in the current calendar year, to a maximum of the employee's total vacation days. For example, if an employee would be entitled to 34 vacation days if he/she had worked during the entire calendar year, such an employee would be credited with three and one-

half (3.5) days of vacation for each completed month of service in the current calendar year, to a maximum of thirty-four (34) days.

(58) Vesting

(a) Vacations with pay shall vest as of December 31 of the calendar year preceding the then current vacation year.

(b) Employees falling under the scope of this agreement who qualify for a vacation on the vesting date, and are terminated from the payroll of the County before taking vacation, shall receive vacation allowance at the time of termination in lieu of vacation time off. However, in the event any employee voluntarily resigns, he/she shall be required to give two (2) weeks' notice of such intention in order to be eligible for the benefit accruing under this Paragraph.

(c) Employees who are terminated, voluntarily resign, or retire shall be paid a vacation allowance in accordance with the schedule outlined below. Employees who voluntarily resign shall be required to give two (2) weeks advance notice of such intention in order to be eligible for the benefits accruing under this paragraph.

(1) For an employee who would be entitled to ten (10) days of vacation if he/she worked until the following December 31, one (1) day of vacation for each completed month of accumulated service after the preceding December 31, to a maximum of ten (10) days.

(2) For an employee who would be entitled to fifteen (15) days of vacation if he/she worked until the following December 31, one and one-half (1.5) days of vacation for each completed month of accumulated service after the preceding December 31, to a maximum of fifteen (15) days.

(3) For an employee who would be entitled to twenty (20) days of vacation if he/she worked until the following December 31, two (2) days of vacation for each completed month of accumulated service after the preceding December 31, to a maximum of twenty (20) days.

(4) For an employee who would be entitled to twenty-five (25) days of vacation if he/she worked until the following December 31, two and one-half (2.5) days of vacation for each completed month of service after the preceding December 31, to a maximum of twenty-five (25) days.

(5) For an employee who would be entitled to more than twenty-five (25) days of vacation if he/she worked until the following December 31 ("the employee's total vacation days") the employee's total vacation days divided by ten (10), rounded to the nearest one-half

day, for each completed month of accumulated service after the preceding December 31, to a maximum of the employee's total vacation days. For example, if an employee would be entitled to thirty-four (34) vacation days if he/she worked until the following December 31, such an employee would be credited with three and one-half (3.5) days of vacation for each completed month of accumulated service, to a maximum of thirty-four (34) days.

(d) Where extraordinary circumstances exist, an employee may request through the CHRO the right to use vacation that the employee is accruing during the current calendar year, but which will not vest until the following December 31. The right to grant or deny such a request shall be totally within the County's discretion.

(59) Vacation Scheduling

The scheduling of vacation periods shall be subject to the approval of the Director of Public Safety and, in an emergency, may be subject to change. Initial vacation requests limited to a maximum of twenty (20) shifts made prior to January 1 in eight (8) shift increments will be selected on the basis of seniority. Any changes made to the initial twenty (20) shift request may be changed prior to January 1, provided the change does not affect any other employee's approved initial five (5) week request. All other requests on or after January 1 will be selected on a first-made basis.

(60) The vacation year shall begin January 1 and end on December 31. Vacation must be applied for and taken during this period. A maximum of seventy (70) vacation days may be accumulated and carried over, provided that at least one (1) week of vacation is taken in each vacation year by an employee carrying over up to thirty (30) vacation days and at least two (2) weeks' vacation are taken in each vacation year by an employee carrying over thirty (30) to seventy (70) days of vacation.

(61) If a holiday falls within an approved scheduled vacation period, the employee shall be entitled to an additional day of vacation in lieu of holiday pay.

(62) The County shall provide the payroll check covering the vacation period in advance of scheduled vacation, if requested at least two (2) weeks before the end of the regular payroll period in which the advance check is to be prepared.

SICK LEAVE

(63) Each full time employee is entitled to sick leave with full pay in accordance with the following provisions:

(a) An employee shall be credited with one (1) day of sick leave for each completed month of service. Accumulation of sick leave is unlimited.

(b) For purposes of this Agreement, a day is defined as 7 hours for employees working the 35-hour work week and 12 hours for employees working the

2-2-4 and power shifts. Employees will be charged hour for hour for the use of sick leave.

(c) Upon retirement or involuntary separation (for reasons other than for cause) from the service, an employee hired on or before June 30, 1977 shall be paid for any sick leave time accumulated not to exceed one hundred (100) workdays. Payment shall be paid based on one day paid for each day accrued. Employees in good standing, who resign after giving adequate notice to the Director of Public Safety (which in no case shall be less than two weeks), shall be paid accumulated sick leave not to exceed twenty (20) workdays based on one day paid for each day accrued. In connection with the 2-2-4 and power shifts, it is agreed that for purposes of determining a workday under this paragraph, hours shall be calculated based on a 12 hour basis.

(d) Upon retirement or involuntary separation (for reasons other than for cause) from the service, an employee hired on or after July 1, 1977 shall be paid for sick leave time accumulated not to exceed one hundred (100) workdays. Payment shall be paid based on one day paid for each two days accrued. Employees in good standing, who resign after giving adequate notice to the Director of Public Safety (which in no case shall be less than two weeks), shall be paid accumulated sick leave not to exceed twenty (20) workdays based on one day paid for each two days accrued. In connection with the 2-2-4 and power shifts, it is agreed that for purposes of determining a workday under this paragraph, hours shall be calculated based on a 12-hour basis.

For the purpose of this section, any new employee placed on the payroll of the County on or before the first (1st) working day of any month shall be credited, at the completion of the month, with a full month of sick leave credit of one (1) day.

(64) Sick leave may be used to prevent loss of pay when absent for:

(a) Personal illness or injury, when not covered by worker's compensation.

(b) Medical, dental or optical appointments which cannot be scheduled in after-duty hours after the employee has made every possible attempt to arrange such appointments at a time before or after his/her regular workday.

(c) Quarantine in the home, or when upon the advice of a physician it appears that the presence of an employee would jeopardize the health of fellow employees.

(d) Illness requiring intensive care of a member of the immediate family defined as father, mother, brother, sister, son, daughter, husband, wife, parent-in-law, or any relative residing in the same home, or any person

with whom the employee has made his or her home. The limit under this paragraph is four (4) working days per illness. Intensive care shall be defined as an illness or injury, which requires the constant presence and attention of the employee for the purpose of maintaining and providing for the immediate family member's needs.

(65) To receive compensation for sick leave, it is the employee's responsibility to report his/her inability to be on duty and the reason at as early an hour as is practical, but in any event prior to or within one (1) hour before the time set for the beginning of his/her daily duties.

(66) Where an employee has been absent for four (4) days or more due to illness or injury the employee must present a medical certificate issued by his/her personal physician certifying that the absence was due to illness or injury and that the individual is able to return to work. The County may require the employee to submit the certificate to Risk Management who is responsible to clear the employee for work. If cleared, the employee shall be paid for that day without charge against sick leave.

(67) Time off without loss of pay or sick leave shall be granted as follows:

(a) In the case of the death of a member of the immediate family, defined for purposes of this paragraph 67(a) as parent, brother, sister, son, daughter, husband, wife, parent-in-law, stepparent, stepchild, stepbrother, stepsister, grandparent, grandchild or any person with whom the employee has made his or her home, within six (6) months of such person's death, no deduction of hourly rate may be made for absence up to four (4) working days.

A leave in such instance shall commence no later than the first work day following the day of the funeral.

(b) In the case of the death of a near relative, defined as first cousin, aunt, uncle, niece, nephew, brother-in-law or sister-in-law, absence shall be granted on the day of the funeral or on the day immediately prior to the day of the funeral, provided the employee is scheduled to work on the day of the funeral or the day immediately prior to the funeral.

(c) Absence necessitated by examination connected with possible Selective Service induction shall be allowed without charge against sick leave.

SICK LEAVE BANK

(68) The County agrees to establish a Sick Leave Bank ("Bank") for all County full-time employees with two (2) years or more of service.

(a) Participation in the Bank is voluntary and the utilization of benefit is limited to Bank members only.

(b) The Bank is established to allow eligible employees to donate accrued sick days to other County employees who are members of the Bank, and who are unable to work due to the employee's own catastrophic health condition.

(c) An eligible employee who is a member of the Bank may withdraw up to a maximum of six (6) months of continuous sick leave in a rolling twelve (12) month period.

(d) To be eligible to receive donated sick leave, an employee must:

(1) have exhausted his/her own sick, vacation, personal, compensatory and Special Projects time;

(2) be an active member and contributor to the Bank;

(3) require a continued absence due to the employee's own catastrophic health condition;

(4) provide medical documentation substantiating such condition; and

(5) have applied for, been granted and exhausted a two-week sick leave extension as detailed in NCC Personnel Policy regarding sick leave extensions.

(e) Membership in the Bank will require the employee to:

(1) donate at least one (1) day of sick leave every year during the donation period, which shall be January 1 through January 31 of each year. A maximum donation of twelve (12) days of sick leave per member per year is permitted by any one (1) employee; and

(2) obtain approval from the CHRO prior to any utilization of benefit.

(f) The Benefits Committee shall be responsible for monitoring the solvency of the Bank and issuing depletion notices. Quarterly statements of the Bank's available benefits shall be distributed to all members of the Benefits Committee and to each Union President. Once a depletion notice is disseminated to members of the Bank, a one (1) month donation window shall be opened. Donation during this Sick Leave Bank "depletion window" is voluntary and governed by the same limitations outlined in Paragraph 68(e)(1).

(g) The CHRO shall be responsible for establishing policies and procedures regarding administration of the Bank, which shall be subject to approval by the members of the Benefits Committee.

SICK LEAVE EXTENSION

(69) In the case of an employee's extended illness where an employee has exhausted all accumulated sick leave, and vacation time, the Union may request that an advancement of unearned sick leave be loaned to the employee. The Union shall bring the matter to the attention of the CHRO who shall determine whether the employee meets the eligibility requirements for a sick leave loan as indicated herein. An employee with two (2) years' service shall be granted a sick leave loan of up to ten (10) days, provided that a written statement from his/her physician has been submitted which indicates the reason for the extended illness and the employee's most recent "Performance Report to Employees" must be satisfactory or above. Recommendations for a sick leave loan beyond ten (10) days must be approved by the County Executive.

Such advancement of unearned sick leave shall be considered a loan and shall be repayable to the County. When the employee returns from their extended illness and begins to accumulate sick leave, one-half day of sick leave per month shall be deducted from the employee's balance until the entire sick leave loan has been repaid; the employee may elect to repay the sick leave loan in excess of one-half day per month. All such loans must be reimbursed to the County before any request for an additional sick leave loan will be granted.

When an employee who has received an advance loan leaves County service and the loan has not been repaid, the County will be reimbursed for the remaining sick leave balance, except in the case of death or full disability.

(70) Sick leave shall be certified by the Director of Public Safety upon forms prescribed by the Office of Human Resources, which shall maintain complete and accurate leave records.

Records of sick leave accumulated and taken shall be available to the employee or the Union. Accumulated sick leave of employees shall be credited on their personnel record.

(71) Title 29, Chapter XIV, Part 1604.10 of the Code of Federal Regulations requires that the County comply with the guidelines on employment policies relating to pregnancy and childbirth which have been set forth therein by the Equal Employment Opportunity Commission. In accordance with these guidelines, the County agrees to the following provisions:

(a) An employee shall be permitted to continue working until such time as the employee's physician determines that the employee is no longer physically able to perform her regular job duties. It is the employee's responsibility to inform her physician as to the nature of her regular job duties.

(b) An employee may request a leave of absence without pay, as set forth in Paragraph 79(d) to cover disabilities relating to pregnancy, childbirth and

recovery therefrom. The leave must be for a definite period of time so that the substitute may know his/her status. The employee must return at the close of her leave or forfeit her position and seniority.

MUTUAL EXCHANGE

(72) The County agrees to adopt, for the duration of this contract, a program that will allow a bargaining unit employee to trade a shift with another bargaining unit employee in the same position and who is qualified to perform all of the duties of the position. Employees who have (i) completed the required probationary period; (ii) whose performance is rated as satisfactory or above; and (iii) who have no disciplinary action at the level of written or above, within thirty (30) days of submitting the request for mutual exchange, will be eligible to participate in this program.

(a) Employees seeking to engage in a mutual exchange of positions must provide their supervisors at least 48-hour notice of the request for a mutual exchange. Such request shall be submitted utilizing the established process contained within the current scheduling software. A minimum of two (2) mutual exchanges per shift shall be approved unless operational needs do not support such approval.

(b) The exchange of shifts involved in a mutual exchange between employees must occur within the same pay period or the pay period immediately following the initial shift exchange. An individual employee may not utilize this program to exchange greater than four (4) days in any given month. Multiple-depth mutual exchanges (further exchange of an approved mutual exchange shift) will not be approved.

MILITARY TRAINING LEAVE

(73) "Armed Forces" are defined to include the Army, Navy, Marine Corps, Air Force and Coast Guard. "Reserved Components" are defined to include the federally recognized National Guard and Air National Guard of the United States, the Officer Reserve Corps, the Regular Army Reserve, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve, the Coast Guard, and the Air Force Reserve.

(74) Any permanent employee who leaves the service of the County to join the military forces of the United States, shall be placed on military leave without pay, such leave to extend through a date ninety (90) days after which he/she is relieved from such service. Such employee shall be entitled to be restored to the position, which they vacated, provided he/she makes application to the Office of Human Resources within ninety (90) days of the date of his/her discharge under honorable conditions, and is physically and mentally capable of performing the work of their position.

(75) In the event a position vacated by a person entering the armed services no longer exists at the time he/she qualifies to return to work, such person shall be entitled to be reemployed in another position of the same class in the County service, provided such reemployment does not necessitate the laying off of another person who was appointed at an earlier date than such person returning from military leave.

(76) In addition to his/her accumulated vacation pay, a permanent employee with ninety (90) days service entering the Armed Forces shall be entitled to be paid one (1) full calendar month's wages.

(77) (a) Any permanent employee who is a member of the National Guard or an organized military reserve of the United States will be entitled to a paid leave of absence for such service, not to exceed a total of ten (10) working days in any one (1) calendar year, for which time he/she shall be paid his/her regular hourly rate for a maximum of 96 hours, without regard to the employee's regular hour of work or shift durations if such hours of work or shift durations would normally accrue more than 96 hours over a 10-day work period. In order to receive payment of hourly rate, an employee must file a copy of his/her orders with the Office of Human Resources prior to the leave. For training periods beyond ten (10) working days, each year, while leave shall be granted, the County shall not be liable for wages.

(b) Any permanent employee who is a member of the Delaware National Guard and who is ordered to perform emergency duty under the supervision of the United States Government or the State of Delaware, shall be granted a leave of absence during the period of such activity. Any such employee shall receive the pay differential in the amount by which the employee's normal wages, calculated on the basis up to a maximum of forty-two (42) hours, which the employee has lost by virtue of such absence exceeds any pay received from the State of Delaware.

(78) In order to ensure uniformity, request for deferment of employees from service in the Armed Forces shall be made only by the County Executive.

LEAVES OF ABSENCE

(79) Leaves of absence may be granted to fulltime regular employees covered by this agreement as follows:

(a) Training Officer Time

Employees who are appointed to training officer positions shall be granted four (4) hours paid leave per month. Upon request, a list of employees who are appointed as training officers will be provided to the Union.

(b) Jury Duty

A leave of absence with full pay shall be granted to a permanent, fulltime employee who has been subpoenaed to serve on jury duty. Requests for such leave shall be submitted to the Director of Public Safety in advance, with a copy to the CHRO, along with a copy of

the subpoena to document the duration of the jury duty. An employee who is granted such leave for jury duty shall be entitled to his or her regular salary for the hours of his or her absence and shall not be required to remit jury fees received to the County.

(c) Educational Leave

A fulltime, permanent employee may be given educational leave with full or partial pay for the purpose of taking courses directly related to his/her work as determined by the Director of Public Safety and the CHRO. Request for such leave must be approved in advance by the County Executive and they may not exceed a total of twenty (20) days or one hundred seventy (170) hours in any one calendar year.

Such educational leave with full or partial pay shall not be granted in conjunction with any other leave of absence and is intended to be utilized by County employees needing specific grants of time during normal duty hours to attend educational classes which are not available at any off-duty time. It is specifically prohibited to grant a block of educational leave in conjunction with leave without pay granted for educational purposes.

Educational leave for a longer period may be granted in special cases of unusual merit and of great benefit to the County government. In such cases, the employee must agree in writing to return to work for a minimum period of one year after expiration of the educational leave.

(d) Leave Without Pay

The Director of Public Safety with the approval of the County Executive may grant a permanent employee a leave of absence without pay for a period not to exceed two (2) years. Failure of any employee to return to duty upon the expiration of his/her leave without pay shall be interpreted as a resignation. Leave without pay shall be granted only when it will not result in harm to the interest of the County as an employer beyond any benefits to be realized.

(e) Family Medical Leave Act

(1) Eligible employees are entitled to up to twelve (12) weeks of FMLA leave in a 12-month period, in accordance with the County's Personnel policy. An employee who qualifies for FMLA leave will be required to use accumulated sick, vacation or other paid leave, in any order chosen by the employee, to run concurrently with the FMLA leave, provided however, that (i) an employee may elect to retain up to two (2) weeks of vacation and two (2) weeks of sick leave and (ii) an employee utilizing FMLA leave of an increment of one (1) day or less must use accumulated sick, vacation or other paid time concurrently with the FMLA leave. In all events, an employee is limited to 12 weeks of FMLA leave in any 12-month period. The 12-month period is a rolling 12-month period measured backward from the date the leave is used.

(2) Notwithstanding the provisions of the FMLA, the County shall continue life insurance and health care benefits provided for in this Agreement, without cost to the employee, during any period when an employee is taking FMLA leave to which the employee is entitled.

(3) Notwithstanding the provisions of the FMLA, an employee who takes the FMLA leave to which he or she is entitled shall accrue seniority for all purposes during the period of FMLA leave. Such an employee shall not, however, accumulate vacation or sick leave, or pension credit, during unpaid FMLA leave.

(4) Certification from a health care provider shall be provided directly to the CHRO. The CHRO shall not release information concerning the serious health condition justifying the leave.

(5) Notwithstanding the provisions of the FMLA, upon returning from leave, an employee is entitled to:

(i) be restored to the position held when the leave began, unless such an employee is not qualified due to the expiration of a required license or certificate. In such a case, the employee will be placed on the payroll at the rate of pay for the position held when the leave began, and be provided a reasonable opportunity to acquire the necessary license or certificate.

(ii) any negotiated pay increases which would have occurred and the employee would have been eligible for during the leave period.

(6) Employees who take leave due to personal illness must provide certification from the health care provider that the employee can return to work.

(7) Use of family and medical leave shall have no adverse impact on the employee's evaluation.

(f) Absence Without Leave

An absence of an employee from duty, including any absence for a single day or part of a day, that is not authorized by a specific grant of leave of absence under the provisions of these regulations shall be deemed to be an absence without leave. Any such absence shall be without pay and may be subject to disciplinary action. In the absence of such disciplinary action, any employee who absents himself/herself for three (3) consecutive days without leave shall be deemed to have quit. Such action may be reconciled by a subsequent grant of leave if the conditions warrant.

(g) Disability Leave

A permanent or probationary employee who is temporarily disabled in the line of duty shall receive full pay for the period of his/her disability without charge against his/her vacation or sick leave, subject to the following conditions:

(1) Provided that the disability results from an injury or illness sustained directly in the performance of the employee's work, as provided in the State Worker's Compensation Act.

(2) If incapacitated for his/her regular employment, the employee may be given other duties with County government for the period of recuperation. Unwillingness to accept such an assignment as directed by the Director of Public Safety or the CHRO will make the employee ineligible for disability leave during the time involved.

(3) A physician selected by the County shall determine the physical ability of the employee to continue working or return to work unless the employee's physician determines otherwise; in which case the decision shall be made by a third physician. The cost of the third, impartial physician shall be borne by the County.

(h) Union Employment

Any employee elected or appointed as an employee of the Union shall be granted a leave of absence without pay for a period not to exceed two (2) years, which may be extended by agreement of the parties. Such leaves shall not be granted in excess of one employee for Union Local No. 3911.

(i) Union Convention

Leaves of absence with pay to attend and serve as delegate to conventions of the Union and organization and training conferences relating to the Union shall be granted to not more than five (5) employees in Union Local 3911 in a calendar year, with the extent of leave limited to an accumulation of two (2) work weeks per delegate and with the purpose of these leaves to be training and education in grievance handling, labor-management relations, personnel administration, etc. The Union shall provide five (5) working days' advance notice of intention to attend and names of employees.

(80) (a) Seniority shall accumulate during all authorized leaves of absence.

(b) Should the position of an employee on approved leave without pay be abolished or consolidated then the employment of that individual upon return from leave will be governed by Paragraph 31 of this Agreement.

HOURS OF WORK, PREMIUM RATES AND SHIFT DIFFERENTIAL

(81)

(a) The payroll period for employees shall cover fourteen (14) consecutive days beginning at 12:01 A.M. on Monday and ending at 12:01 A.M. on Monday, fourteen (14) days later. The regular workday for personnel assigned to administrative duties shall consist of seven (7) hours and the regular work week shall consist of thirty-five (35) hours, Monday through Friday inclusive. The starting time for these employees will generally be 9:00 A.M. and quitting time about 5:00 P.M. with one (1) hour for lunch. Employees working a thirty-five (35) hour work week but who work in a given week between thirty-five (35) and forty (40) hours, will be given straight time pay or compensatory time off, at the employee's option, for the hours worked between thirty-five (35) and forty (40) hours. Compensatory time off must be authorized and approved by the Director of Public Safety or his/her designee and must be taken by the end of the second month following the month in which it was earned. The County reserves its right to increase the work week up to forty (40) hours at straight time rates, if conditions in the government require such action.

(b) Employees assigned to the 35-hour shift shall not be required to alter their work schedule on a given date beyond a 9:00 A.M. to 5:00 P.M. work schedule unless (i) the alteration does not deviate from the 9:00 A.M. to 5:00 P.M. schedule by more than four (4) hours Monday through Friday; and (ii) the employee has received at least 72 hours' notice that a modification to the employees' schedule shall be required. Any modification to an employee's schedule that is necessitated by a scheduling commitment arranged by the employee shall not be subject to the restrictions of this paragraph. Schedule modifications contemplated under this paragraph shall not be utilized in place of the 2-2-4 or power shifts or as an attempt to create an additional shift beyond the 35 hour, 2-2-4 or power shifts.

(c) Employees who are transferred between the 35 hour shift and the 2-2-4 and power shifts shall continue to accrue sick and vacation time based on the hours worked on the shift they are transferred from, for a period of thirty (30) days after the transfer is effective, provided however, that in the event it is known at the time the transfer is effective that the new shift assignment shall extend beyond thirty (30) days, the employee shall accrue sick and vacation time based on the hours to be worked on the shift to which they are being transferred.

(d) The hourly rate of pay for positions assigned to the 2-2-4 and power shifts shall be calculated in accordance with Exhibits A-1, A-2, A-3 and A-4 as attached. The employee will then be paid the number of hours worked times the hourly rate with time and one-half for all hours worked over 40 hours each week.

(e) For Emergency Medical Services Division employees assigned to field operations, the 2-2-4 shift configuration will consist of two (2) 10-hour day shifts, two (2) 14-

hour night shifts and 4 days off. Shifts for employees assigned to field operations shall be 0800 hours to 1800 hours and 1800 hours to 0800 hours.

(f) For Public Safety Operators, the 2-2-4 shift configuration will consist of two (2) 12-hour day shifts, two (2) 12-hour night shifts and 4 days off. The day shifts will be scheduled from 0700 hours until 1900 hours or 1000 hours until 2200 hours. The night shifts will be scheduled from 1400 hours until 0200 hours or 1900 hours until 0700 hours.

Public Safety Operators shall rotate through a kickback shift (peak volume schedule). Those shifts will start at 1000 hours or 1400 hours and will be identified on the work schedule by the letter "E" for the early hours and the letter "L" for the late hours. In the event that a platoon is not at full strength of five (5) personnel each, the kickback hours will be rotated to another individual on that platoon. The only exception will be for filling this position due to sickness or vacation of an individual.

Public Safety Operators shall be given seven (7) days' notice of a change in his/her platoon assignment except in case of an EMERGENCY (e.g. natural disasters, bombings - "emergency" is not intended to cover routine staffing shortages) or for training purposes, in which case the County shall provide such notice as is practical.

(g) The shift schedule for Telecommunicators-Police is as follows: Employees in this position will work two (2) 12-hour days and two (2) 12-hour nights followed by four (4) days off. The hours of work will be two (2) consecutive days each starting at 7:00 a.m. and finishing at 7:00 p.m., followed by two (2) consecutive nights each starting at 7:00 p.m. and finishing at 7:00 a.m.

Employees shall be given at least seven (7) days' notice of a change in his/her squad assignment except in the event of an emergency (e.g. natural disasters, bombings - "emergency" is not intended to cover routine staffing shortages) or for training purposes, in which case the County shall provide such notice as is practical. The only exception to this seven (7) days' notice requirement shall be to allow regular shift hours to be changed on a temporary basis by up to four (4) hours at the beginning or four (4) hours at the end of a shift as follows:

1) voluntarily accepted by the employee;

2) provided forty-eight (48) hours' notice is given to the employee; however, this provision is only to be enforced when maximum staffing levels are attained and not to be utilized to cover routinely scheduled overtime.

(h) For Telecommunicators-Fire/Medical the 2-2-4 shift configuration will consist of two (2) 12-hour day shifts, two (2) 12-hour night shifts and 4 days off. The day shifts will be scheduled from 0700 hours until 1900 hours and the night shifts will be scheduled from 1900 hours until 0700 hours.

Telecommunicators-Fire/Medical shall be given seven (7) days' notice of a change in his/her platoon assignment except in case of an EMERGENCY (e.g. natural disasters, bombings -

"emergency" is not intended to cover routine staffing shortages) or for training purposes, in which case the County shall provide such notice as is practical.

35-HOUR WORK WEEK

(82) The County has management right to assign Emergency Medical Services (EMS) employees to an administrative or operational assignment on any of the shifts contained in the agreement. The County may temporarily reassign EMS employees from an administrative assignment to cover an operational assignment as needed based on the needs of the organization. Management has the right to determine the need for an employee to work overtime. EMS employees assigned to the 35-hour work week will be permitted to work up to one additional hour per day. Pursuant to this agreement, the hours worked will not include an hour for lunch (i.e., 0800-1700 hours with an hour off for lunch).

(a) In the event an administrative employee is assigned to cover an entire operations day shift (0800-1800hrs) the employee will receive three (3) hours of pay for a total of ten (10) hours for the day.

(b) Administrative employees that are temporarily assigned to cover a portion of an operations shift during their regularly scheduled hours of work will not receive any additional compensation. For instance, an administrative employee may be assigned to work an operations shift for a half shift or a few hours during their normal work hours.

(c) Sick and vacation leave will be paid based on the 35-hour work week at 7 hours per day.

(i) In the event an employee takes leave for a portion of the week, there is no expectation that the employee will be permitted to work additional hours on the remaining days to reach 40 hours.

(d) County holidays are typically scheduled days off for employees in administrative assignments, unless the employee is requested to work an operational assignment or receives approval from management prior to the holiday.

(83) Employees covered by this contract will receive a 10% shift differential for the night shift based on the employee's rate of pay. Employees working any hours after 1800 for EMS or 1900 for Communications, and 1500 for Non-Paramedic employees on a contractual duty assignment for third-party customer services, will get shift differential.

(a) Employees covered by this contract will receive a 10% shift differential for the night shift based on the employee's rate of pay. Employees working any hours after 1800 for EMS or 1900 for Communications, and

1500 for Non-Paramedic employees on a contractual duty assignment for third-party customer services, will get shift differential.

(b) An employee working all or a portion of the night shift shall receive shift differential.

(c) Employees covered under this contract who are working in the capacity of a Training Officer shall be entitled to a 5% shift differential for all hours in which a trainee is assigned to them. This is in addition to any other premiums or differentials due them during this time.

(84) Where new work weeks are planned by the County they shall be subject to discussion and review by the Union. Any change in special work weeks, not otherwise provided for under this agreement, now in effect, shall be reviewed by the County and the Union.

(85) For all employees covered by this contract, time and one-half shall be paid after forty (40) hours worked within a given workweek.

(a) In determining whether an employee has worked in excess of 40 hours in a week, the employee shall receive credit for paid leave time (paid holiday, sick and vacation time), and paid leave for Union business, which shall be considered "productive time." For purposes of this paragraph, "Union business" shall include grievance investigation, grievance hearings, and negotiations and shall not include union seminars, conferences and conventions.

POWER SHIFTS

(86) EMS Division

(a) Units being deployed on a 24-hour basis will be scheduled on the existing "2-2-4" shift defined in Section 81(e) of this Agreement. The County further agrees that at least eight (8) paramedic units shall remain on the 2-2-4 schedule.

(b) The alternate shift, referred to as a "power shift", will have a 12-hour shift with alternating weekends off. The power shift weekend will be defined as Saturday, Sunday and Monday. The rotations will repeat every fourteen days. The starting times for the 12-hour shifts may range from 0700 to 1200 hours based on an analysis of peak call volume periods (i.e., 0700-1900, 0900-2100, etc.). Once established, the shifts may be revised after fourteen (14) days' notice has been provided to the Union, during which time the Union shall be afforded an opportunity to consult with the County on the revised shift schedules. Union approval of such revised shifts shall not be required prior to or following implementation of the revised power shift schedule. In the event that the County revises a power shift schedule after an employee has voluntarily transferred to the power

shift, such employee affected by the schedule change may elect to return to the 2-2-4 shift, provided that such election is made within six (6) months of the announcement of the schedule change.

(c) The EMS Division will post an opportunity to request transfer from 2-2-4 shift assignment to power shift(s). Both voluntary and involuntary assignments to power shift vacancies will reflect the seniority rules that are used for current station and platoon assignments.

(d) An employee voluntarily assigned to a power shift assignment may elect to return to the 2-2-4 shift with the same shift and station assignment from which the employee transferred to the power shift, provided that such election is made within six (6) months of commencement of the assignment to the power shifts.

(e) Employees involuntarily assigned to the power shift shall not be assigned involuntarily to the power shift for more than two (2) years. The County agrees to make a good faith effort to re-assign an employee involuntarily assigned to the power shift to the same shift to which the employee was assigned prior to assignment to the power shift.

(f) If the County decides to eliminate the power shift due to operational needs, employees assigned to the power shift may elect in order of greatest seniority, any available 2-2-4 shift assignments to which they will be reassigned. If there are insufficient volunteers to staff the available 2-2-4 shifts, employees will be assigned to the remaining 2-2-4 shifts in order of least seniority.

(g) If 25% or more of the hours worked on the power shift occur during the hours of the 2-2-4 night shift, compensation for such night shift hours shall include shift differential.

(h) The vacation selection from personnel assigned to the power shifts will not impact the vacation scheduling of personnel assigned to the 2-2-4 shift rotation, and vice versa. In the event employees move voluntarily from the power shift to the 2-2-4 shift, a total of ten (10) shifts of vacation requests approved for the employee shall be honored when the employee changes shifts. When employees move involuntarily from the power shift to the 2-2-4 shift or from the 2-2-4 shift to the power shift, all vacation requests approved for the employee shall be honored when the employee changes shifts. In the event that personnel assigned to the power shift have not taken vacation within two weeks of a particular date, that vacation spot becomes available to personnel assigned to the 2-2-4 shift working that date.

(i) “Relief” personnel assigned to the 2-2-4 shift rotation may be used to fill vacancies on the power shift units on a voluntary basis.

(87) Communications Division

(a) The County agrees to institute within the Communications Division, an alternative shift, to be known as a "power shift." The County further agrees to institute, power shifts for the Fire/Medical and the Police Communications Rooms, at such future time when at least two (2) additional positions are allocated and provided for in the County budget process for either of these rooms, provided that such additional positions are not part of an increase in positions necessitated by any career development program. The parties agree that the County shall not be obligated to fill temporary staffing vacancies on the power shift. Employees being assigned on a 24-hour basis will be scheduled on the existing "2-2-4" shift defined in Paragraph 81 of this Agreement. At such time as the power shift is implemented pursuant to this paragraph, the "kickback" provisions of Paragraphs 81(f) and (g) shall not apply, unless the employee voluntarily elects to utilize the "kickback" provisions.

(b) The alternate shift, referred to as a "Power Shift", will have a 12-hour shift with alternating weekends off. The Power Shift weekend will be defined as Saturday, Sunday and Monday. The rotations will repeat every fourteen days. The starting times for the 12-hour shifts shall be based on an analysis of peak call volume periods. Once established, the shifts shall be revised only after seven (7) days' notice.

(c) If 25% or more of the hours worked on the power shift occur during the hours of the 2-2-4 night shift, compensation for such shift hours shall include shift differential.

(d) The vacation selection from personnel assigned to the power shifts will not impact the vacation scheduling of personnel assigned to the 2-2-4 shift rotation, and vice versa. In the event employees move voluntarily from the power shift to the 2-2-4 shift, a total of ten (10) shifts of vacation requests approved for the employee shall be honored when the employee changes shifts. When employees move involuntarily from the power shift to the 2-2-4 shift or from the 2-2-4 shift to the power shift, all vacation requests approved for the employee shall be honored when the employee changes shifts.

(e) The Communications Division will post an opportunity to request transfer from 2-2-4 shift assignment to Power Shifts. Both voluntary and involuntary assignments to Power Shift vacancies will reflect the seniority rules that are used for current platoon assignments.

(f) An employee voluntarily assigned to a power shift assignment may elect to return to the 2-2-4 shift, provided that such election is made within six (6) months of commencement of the assignment to the power shifts.

(g) If the County decides to eliminate the power shift due to operational needs, employees assigned to the power shift may elect in order of greatest seniority, the available 2-2-4 shift to which they will be reassigned. If there are insufficient volunteers to staff the available 2-2-4 shifts, employees will be assigned to the remaining 2-2-4 shifts in order of least seniority. In the event employees move voluntarily or involuntarily from the power shift to the 2-2-4 shift, any initial vacation request approved for the employee shall be honored when the employee moves to the 2-2-4 and power shifts.

(h) Nothing herein shall affect the current staffing options utilized by the County when filling temporary vacancies on the 2-2-4 and power shifts.

DISTRIBUTION OF OVERTIME

(88) Overtime shall be divided and rotated as equally as possible within the division in the department. In the event a department needs additional employees to perform overtime work, this overtime work shall be divided and rotated as equally as possible among other employees in the bargaining unit, in seniority order, among those qualified to perform this work. Employees improperly missed for an overtime opportunity shall not receive monetary reimbursement for missed opportunities but will be provided a like overtime opportunity with a review and resolution of any systemic issues that may have generated the missed opportunity. The like overtime opportunity shall not affect the overtime due to another employee. Each missed overtime opportunity shall be evaluated on a case-by-case basis.

ON-CALL TIME

(89) Communications Division Employees covered by this Agreement shall rotate on an on-call system. The terms of said "on-call system" shall be set out in writing by management and distributed to all employees and the Union. Employees called in for duty by the Director of Public Safety, or his/her designee, outside of their regularly scheduled hours, or after completing their regular tour of duty, shall be paid according to Paragraph 93 of the Contract, "Call-In Time." Any related equipment deemed necessary by management for the employee to carry out his/her duties while on call shall be provided by the department at no cost to the employees.

(90) Communications Division employees who are required to be placed on an on-call roster shall receive four (4) hours of compensatory time for each 12-hour period during which the employee was in an on-call status. Compensatory time earned under this paragraph shall not be considered productive time under paragraph 84(a) of this Agreement.

COURT AND COURT STANDBY TIME

(91) An employee shall be given leave with full pay when subpoenaed to appear before a court, public body or commission in connection with County business.

(92) On each occasion when an employee is scheduled for a court appearance on off-duty hours and is placed on standby by his/her supervisor or by a representative of the Court or the Attorney General's office, such employee will be paid at one-half of the employee's regular base rate for up to four (4) hours, unless notified to appear in Court or that the Court appearance has been cancelled, at which time standby pay shall cease. In the event that the employee is notified to appear in Court, the employee shall be provided with a time to appear, and the employee shall, commencing at the time the employee is required to appear, be paid for Court time at his/her regular rate of pay. All standby time paid under this paragraph shall be deemed non-productive time for purposes of calculating overtime.

(93) When a bargaining unit employee is required to appear in court on off duty hours in connection with the performance of the employee's duties, the employee shall receive minimum pay of two (2) hours at straight time pay for such time, commencing at the time the employee is scheduled to appear.

CALL-IN TIME

(94) Call-in Time

(a) Employees called in for work outside of their regularly scheduled hours shall be guaranteed a minimum of four (4) hours of work or four (4) hours of pay at his/her option provided the call-in is less than four (4) hours. The guaranteed pay shall be at the employee's straight time rate or for hours actually worked at the premium rate set forth in Paragraph 84(a), whichever is greater.

(b) If the call time work assignment and the employee's regular shift overlap, the employee shall be paid the call time rate of time and one-half until he/she completes four (4) hours of work. The employee shall then be paid for the balance of his/her work shift at the appropriate rate. This call time provision shall not apply to persons scheduled to work daily overtime before the regular starting time of any employee's shift.

SAFETY AND HEALTH

(95)

(a) The Union agrees that it will insist that its members work safely and cooperate to the fullest extent with the County in order to eliminate hazardous conditions within its operations. It is in the spirit of safety and cooperation that the Union agrees to drug testing for their bargaining unit as provided in the County's drug testing policy dated February 12, 2012 (Personnel Policy 5.03 – Drug and Alcohol Testing, and Personnel Policy 5.07 – Drug and Alcohol Testing for Commercial Motor Vehicle Operators). The County agrees that the union will be included in drafting any

revision or update of the County's drug testing procedures. The County's drug testing policy will be published as a personnel policy and procedure.

(b) Effective July 1, 2023, a paramedic employee who is charged with a first offense of driving under the influence or an alcohol or drug related driving offense shall be removed from field duties and may be assigned to administrative duties for a period not to exceed 12 months. An employee who is assigned to administrative duties shall not perform the essential functions of the paramedic job classification and shall not operate any County vehicle.

If the charge(s) has not been resolved upon the expiration of 12 months , the employee shall be placed on an unpaid leave of absence for a period of no more than one year, notwithstanding what is provided for in section 79(d).

Upon the disposition of any alcohol or drug related driving offense, the employee shall be permitted to return to his/her full paramedic duties, provided that the employee's driver's license is not suspended or restricted and shall not be entitled to back pay. An employee whose license is suspended or restricted shall not return to duty and may be placed on an unpaid leave of absence until the expiration of such restrictions, consistent with paragraph 79. Driving restrictions shall include the installation of an ignition interlock device requirement on the employee's personal vehicle.

A paramedic employee who is convicted of, or pleads guilty to, a second alcohol-related or drug-related driving offense shall be dismissed from employment as a paramedic. A resolution through the Delaware First Offenders Program (or similar resolution in a different jurisdiction) shall constitute a second conviction.

If, in the opinion of the Director of Public Safety, an employee who is dismissed from the paramedic service upon a second offense may be qualified to perform the duties of another position within the County, the Director may make a recommendation to the Chief Human Resources Officer to attempt to place the employee in another position. For purposes of this agreement, any offense occurring within ***five*** years of a prior offense shall constitute a second offense.

Nothing in this section shall preclude the County from imposing discipline pursuant to the County's Personnel Policies or Emergency Services Directives.

(96) The County agrees that it will maintain adequate safety and health standards and will cooperate with the Union and with all the County's employees in order that all employees are protected from a safety and health standpoint at all times.

(97) The departmental safety coordinator shall be appointed by the departmental safety committee and shall serve as chairperson of this committee. The Union shall designate a member of the department to the departmental safety committee.

(98) Any recommendations pertaining to safety and health made by the Union steward or any employee to the Director of Public Safety or departmental safety coordinator shall be considered by the departmental safety committee promptly.

(99) The CHRO or his/her designee will meet with the safety coordinators at least once each month to review the preceding month's accident and health records, and to consider improvement in the safety and health program.

BULLETIN BOARDS

(100) The County agrees to provide and maintain in each building or location where 3911 employees work a separate union local bulletin board where notices of official Union matters may be posted by the Union.

HEALTH INSURANCE AND PRESCRIPTION DRUG BENEFITS

(101) The County agrees to assume the full cost of providing Comprehensive 80 plan for fulltime employees' applicable coverage (i.e., employee only, employee and children, employee and spouse, or employee and family). The County will also make available a choice of alternative coverage, including a PPO and HMO plan, provided however, that the employee shall pay the difference between the cost of any alternative coverage selected by the employee and the cost of the comparable (i.e., employee only, employee and children, employee and spouse, or employee and family) Comp 80 coverage.

The County shall deduct the employee's contribution through payroll deduction. Health care coverage shall include the employee's domestic partner, if the employee's domestic partner was enrolled in a County plan as of July 1, 2020, and maintains enrollment without any interruption. Domestic partners who meet these criteria may maintain eligibility for health care coverage as provided in this Agreement (and may hereafter be referred to as an "eligible domestic partner" or "eligible domestic partners"). Effective January 1, 2021, coverage for domestic partners for new enrollments will no longer be an option (continuing coverage will only be available for domestic partners who were enrolled as of July 1, 2020.

(102) The County will establish a spousal coordination of benefits program. Such program shall require spouses or eligible domestic partners of County employees whose employers provide health insurance coverage to elect their employer's coverage, provided, however, that the spouse or eligible domestic partner shall not be required to elect such coverage if the cost exceeds the cost to the County employee of covering the spouse or eligible domestic partner under the County's health insurance plan. Employees whose spouses or eligible domestic partners are covered by their employer's health insurance coverage may elect either employee and spouse or employee and family coverage with the County in order to obtain secondary coverage for their spouse or eligible domestic partner under the County's health insurance plan.

(a) If an employee presents proof that the employee has health insurance coverage from a source other than health insurance provided by the County, and waives the right to receive health insurance coverage from the County, and that waiver does not cause the County to be in violation of requirements of State or Federal Law, the County will contribute, for

the benefit of such employee, $250 per month to a deferred compensation plan established pursuant to Section 457 of the Internal Revenue Code. No payment shall be made pursuant to this provision until the employee has established an account with the County's deferred compensation administrator and has been removed from the applicable County health insurance plan. In addition to exclusion from this payment as a primary insured, employees who have secured health insurance coverage through a County plan, other than as the primary insured, will not be eligible to receive this payment.

(103) The named plan administrators identified in the preceding paragraph may be replaced by the County, with the recommendation of the Benefits Committee, only in the event that a named carrier: (i) fails to submit a competitive bid to administer the health insurance program offered by the County to its employees; (ii) fails to provide a complete and comprehensive bid in response to the RFP announced by the County for the administration of the County's employee health insurance program; or (iii) fails to fulfill its contractual obligations to the County or violates the terms of its contract with the County.

(104) Alternative coverage health care plans offered to employees shall include the following co-pays:

Medical Coverage Copayments

Office visit – Primary Care Physician	$25
Office visit – Specialist	$35
Well child visits/annual check-ups/immunizations	$15
Emergency Room visit*	$100
Urgent Care Center visit	$25
Radiology Services (X-Ray, MRI, C/T Scan)**	$0
Mammogram**	$0
PAP screening test**	$0
Other lab work**	$0

* This copayment will be waived if the patient is admitted to a hospital.

** No copayment will be charged when the service is received from a designated non-copayment provider. Employees will be personally responsible for the difference between the cost for the service the plan covers for a designated non-copayment provider charge and the cost charged by a non-covered provider, if the member chooses to use a provider other than a designated non-copayment provider. An exception will be granted in instances of documented medical necessity.

(105) The County will provide the following three-tier prescription drug co-pay system:

Generic prescription drugs	$8 employee co-pay
Preferred prescription drugs	$30 employee co-pay
Non-preferred prescription drugs	$50 employee co-pay

When available, employees may fill maintenance medications through a 90-day mail order supply program. Employees will only be charged two (2) 30-day co-pays for the 90-day supply when filled through the mail order supply program.

(106) Retirees

The County agrees to assume the full cost of providing Cooperative 80 individual coverage under the Highmark of Delaware Plan, or the carrier providing equivalent coverage, for those employees retiring on or after July 1, 1973, but before April 1, 1997, who are not eligible for Medicare.

For those employees retiring on or after April 1, 1997 (who are not eligible for Medicare), the County agrees to assume the full cost of providing Cooperative 80 individual coverage under the Highmark of Delaware Plan, or the carrier providing equivalent coverage. Further the County agrees to issue health insurance credits as outlined below:

> Each month, the retiree shall be issued a health insurance credit to be used exclusively to purchase health insurance coverage (through the County) for the retiree's spouse / eligible domestic partner. The value of the monthly credit will be the product of $10 times the number of years of credited service. The maximum value of the monthly health insurance credit for each retiree shall be $300 regardless of service in excess of 30 years. Credits cannot be banked for future use.

If the cost of the health insurance program selected by the retiree exceeds the amount of the individual retiree's health insurance credit, the retiree will be responsible to contribute the difference. In the event other coverage is available for the spouse / eligible domestic partner, the County will be considered the secondary provider of insurance under coordination of benefits.

Regardless of the date of retirement, when a retiree or his or her spouse / eligible domestic partner becomes eligible for Medicare, the County's insurance will cease. Upon verification of enrollment in Medicare Parts A and B, the County will pay the full cost of providing the retiree and his or her spouse / eligible domestic partner with Standard MEDIFILL coverage or its equivalent insurance. In the event of the retiree's death, the County will not assume the cost of providing coverage for the surviving spouse / eligible domestic partner.

BENEFITS COMMITTEE

(107) a) The County shall maintain a Labor - Management Health Care Benefits Committee (the "Benefits Committee") which shall consist of a representative designated by each County bargaining unit and six (6) representatives designated

by the County, each of whom shall be a participant in the County employee health insurance plan. The CHRO or designee shall chair the Benefits Committee.

(b) The Benefits Committee shall meet for the purpose of reviewing and determining employee benefits available to County employees for the future enrollment periods and the identity of administrators and carriers.

(c) The Benefits Committee shall be involved at all stages of the review process, including the development of bid specifications, the review of bids (including costs of each plan), meetings with bidders, the design of a benefits plan, and the selection or termination of plan administrators and consultants. One of the objectives of this review and selection process shall be to foster competition among bidders. During this process the union representatives will be granted full and complete access to all information relating to employee benefits.

(d) The Benefits Committee shall meet as often as possible to fulfill the duties identified in paragraphs (b) and (c) above, but no less frequently than quarterly. Meeting agendas will be provided in advance and will include quarterly financial updates of the plan. Minutes will be provided after each meeting.

(e) Any recommendations reached by the Benefits Committee shall be subject to approval by the membership of the Union. Committee members shall be provided with adequate time and information regarding the proposed recommendation of the Benefits Committee to allow Union members to make an informed decision regarding their health care benefits. Following a decision by the Union membership regarding the proposed recommendation of the Benefits Committee, the Benefits Committee shall meet to vote on the proposed recommendation, which shall require approval by two-thirds of the members present at the Benefits Committee meeting. With advance notice, Benefits Committee members may designate a proxy to cast their vote.

LIFE INSURANCE

(108) The County agrees to assume the full cost of life insurance amounting to one and one-half of the employee's annual salary, with a minimum death benefit of $50,000 and a maximum death benefit of $200,000. Additionally, the County will provide accidental death and dismemberment benefits for each employee. The County further agrees to administer (through payroll deduction) the voluntary purchase of additional term life insurance coverage at full cost to the employee.

(109) The County agrees to assume the full cost of providing $10,000 life insurance for those employees retiring from County service on or after December 1, 2005, with accidental death and dismemberment benefits for each employee. Those employees who retired between April 1, 1997, and November 30, 2005, will be provided with

$5,000 life insurance. Those employees who retired between March 31, 1981, and March 31, 1997, will be provided $2,500 life insurance. If the retiree had voluntary life insurance as of the date of retirement, the retiree may elect to continue the voluntary life insurance coverage, and the County agrees to assist the retiree in obtaining such coverage, at full cost to the retiree.

EMPLOYEE SPENDING ACCOUNTS

(110) The County shall establish and maintain Employee Spending Accounts as permitted by Internal Revenue Code Section 125.

UNEMPLOYMENT COMPENSATION COVERAGE

(111) The County follows the requirements of Chapter 33 (Unemployment Compensation) of Title 19 of the Delaware Code.

THE COUNTY AND MANAGEMENT POLICIES AND RULES

(112) The Union agrees that the County has complete authority over the policies and administration of all County departments, which it exercises under the provisions of law and in fulfilling establishment of rules and regulations not inconsistent with the terms of this Agreement. Any matter involving the management of governmental operations vested by law in the County, and not covered by this Agreement, is the province of the County. Should the Union object to any rule or regulation as violating this Agreement, it may resort to the grievance procedure outlined in Paragraph 11. The County shall send a copy of any new departmental or County-wide employer-employee relations policies affecting the Union or its members to the President of Local 3911.

VISITATION

(113) The County shall permit designated staff members of Council No. 81 (not to exceed two (2)) to visit the Department of Public Safety to investigate matters pertaining to the enforcement and administration of the Agreement. Such representatives shall make an appointment through the CHRO in advance of the visit. Upon arrival, the Director of Public Safety will confer with the Union's representatives in order to facilitate the purpose of the visit.

WORKING CONDITIONS

(114) Protective Clothing and Devices

(a) If any employee is required to wear protective clothing, or any type of protective device as a condition of employment, such protective clothing, or protective device shall be furnished without cost to the employee by the County; the cost of maintaining the protective clothing in proper working condition (including tailoring, dry cleaning, and laundering) shall be paid by the County.

(b) Employees required by the County to wear safety glass prescription lenses as established by the department safety committee and the Director of Public Safety due to recognized eye hazards normal to their work, will have such glasses furnished by the County to a prescription furnished by the employee.

(c) Training and related written policies will be provided by the County, as necessary, for all protective clothing, equipment and devices.

(d) The County shall take all actions necessary to ensure proper methods, means, and materials are available for the decontamination of all protective clothing, equipment and devices.

(115) Reimbursement for Certifications

The County shall reimburse the cost of all paramedic state and national certification and license fees (e.g., National Registry Paramedic, Delaware Paramedic.) The County will continue to directly pay for Communications Division certifications and licenses (e.g., EMD, EPD) required to maintain job requirements consistent with the current practice. These certifications shall remain the property of the individual employee.

(116) Scheduling of Training Sessions

The County agrees that bargaining unit employees who are required to attend mandatory training sessions scheduled to be held during the employee's time off shall be compensated for a minimum of two (2) hours at the employee's regular rate of pay.

(117) Uniforms

The County shall furnish uniforms to employees of Local 3911. The cost of maintaining such uniforms shall be borne by the County. This shall include all tailoring, dry cleaning, and laundering; including the uniforms contaminated by potentially hazardous substances.

(118) The parties agree that the Internal Affairs Unit of the Police Department shall have no jurisdiction over members of the bargaining unit. Employees may refuse to be interviewed by Internal Affairs Unit without fear of reprisal. This section has no application in investigations of criminal nature, which shall be handled through regular police procedures, not by the Internal Affairs Unit.

ROTATION OF EMS DIVISION EMPLOYEES

(119) Should the County seek to rotate Emergency Medical Services Division employees who work at Stations one through eight, it will do so as follows:

Employees will be assigned to either Middletown or a central location. Employees will be rotated from Middletown to the central location in no less than twelve (12) week increments. Employees working at the central location will be dispatched to their work station. In order to have employees report to a central location, starting

time for them will be staggered by up to one half (1/2) hour from the normal starting time.

Prior to utilizing the rotation set forth in the above paragraph, the County agrees that adequate locker facilities would be made available at the central location to accommodate emergency medical services employees. Such facilities would be provided to ensure that employees will have a secure facility to store equipment and will have adequate facilities at which to change their clothes.

ALTERATION OF AGREEMENT

(120) No agreement, alteration, understanding, variation, waiver, or modification of any of the terms or conditions or covenants contained herein shall be made by any employee or group of employees with the County and in no case shall it be binding upon the parties hereto unless Agreement is made and executed in writing between the parties and same has been ratified by the Union.

(121) The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the term and conditions herein.

(122) It is understood and agreed that if any part of this Agreement is in conflict with the law, that such part shall be suspended and the appropriate mandatory provision shall prevail, and the remainder of this Agreement shall not be affected thereby.

(123) This Agreement became effective on July 1, 2023, and remains in full force until 12:00 midnight, June 30, 2027. It shall be automatically renewed from year to year thereafter, unless either party shall give the other party written notice of desire to terminate, modify, or amend this Agreement. Such notice shall be given the other party in writing by certified mail on or before March 31, 2027, or any subsequent year.

CLASSIFICATION AND SALARIES

(124) Effective July 1, 2023, the salaries for Non EMS classification employees in the bargaining unit shall include a 2.5% general wage increase as set forth in Exhibit A

Effective July 1, 2024, the salaries for Non EMS classification employees in the bargaining unit shall include a 2.5% general wage increase as set forth in Exhibit B.

Effective July 1, 2025, the salaries for Non EMS classification employees in the bargaining unit shall include a 2.5% general wage increase as set forth in Exhibit C.

Effective July 1, 2026, the salaries for Non EMS classification employees in the bargaining unit shall include a 2.5% general wage increase as set forth in Exhibit D.

Effective July 1, 2023, the salaries for EMS classification employees in the bargaining unit shall include a 2.5% general wage increase as set forth in Exhibit E.

Effective July 1, 2024, the salaries for EMS classification employees in the bargaining
unit shall include a 2.5% general wage increase as set forth in Exhibit F.

Effective July 1, 2025, the salaries for EMS classification employees in the bargaining unit shall include a 2.5% general wage increase as set forth in Exhibit G.

Effective July 1, 2026, the salaries for EMS classification employees in the bargaining unit shall include a 2.5% general wage increase as set forth in Exhibit H

(a) Uncertified paramedics who are not selective certification paramedics shall be paid a training rate at Pay Grade 22, Step 11 on both the 2-2-4 Hourly Rate Schedule and the Pay Plan for other employees (i.e., Exhibits A-1, A-2, A-3, and A-4 in the Contract). (If an uncertified paramedic is working a schedule other than 2-2-4, such an individual shall be paid from Exhibits A-1, A-2, A-3, and A-4). An uncertified paramedic shall be eligible for a merit increase on the anniversary of their employment by the County. Upon certification and release to full paramedic duties, such employee shall receive a merit increment one step increase under the procedure set forth in Paragraph 124. In each case, there shall be a footnote to Pay Grade 22, Step 11, explaining that it is a training rate.

(b) Upon employment, selective certification paramedic shall be paid at Pay Grade 22, Step 1, and shall follow the merit compensation procedure thereafter.

(c) There will be no lay off of any employees in this bargaining unit during the term of this agreement.

MERIT INCREASE COMPENSATION PROCEDURE

(125) The County shall make available for those employees not at the maximum hourly wage rate of their assigned pay grades in the Pay Plan, a merit increment one step increase to the next higher wage rate in the employee's pay grade in accordance with the Rules of the Pay Plan. Merit increases shall be effective on the employee's anniversary date. For the purpose of this compensation procedure, the anniversary date for any full-time employee hired by the County before July 1, 1966 shall be July 1 of each year; all other employees shall have the date of hire as the basis for anniversary date.

HOURS DIVISOR WORKING GROUP

(126) The County agrees to establish a working group, to be comprised of two (2) members appointed by the County and two (2) persons appointed by the Union, to review the method by which employees working the 2-2-4 or power shift are

deemed to earn compensable hours for purposes of pension, workers' compensation and severance benefits. The working group must return a proposal for consideration to the County Executive within six (6) months of the expiration of this contract.

PRESERVATION OF ABILITY TO PROVIDE EMERGENCY SERVICES

(127) The Union and the County recognize that the members of this Union provide a vital emergency service to the citizens and visitors of New Castle County. It is further recognized that staff must be maintained at a level that supports uninterrupted service to the public.

(128) Retention of quality employees is a key factor in maintaining staffing levels. In order to encourage the retention of employees Longevity Bonuses will be implemented. A one-time bonus shall be provided to employees covered under this contract at the completion of years 15, 21, and 26 as provided in the following chart:

Completion of Year 15 - $5,000 bonus payment

Completion of Year 21 - $7,000 bonus payment

Completion of Year 26 - $10,000 bonus payment

(129) Employees who enroll in a Paramedic Academy shall be subject to a training reimbursement agreement that requires a five (5) year service commitment to the County and subjects the employee to repayment obligations if the employee separates from County service prior to the completion of five years of service.

The County agrees to recognize the Local 3911 as the exclusive bargaining representative of the Employees who enroll in the Paramedic Academy, regardless of the length of the probationary period. The County and the Local 3911 agree that all terms and conditions set forth in the collective bargaining agreement shall apply to the Employees who enroll in the Paramedic Academy, except that employees who have a longer probationary period than that provided in the collective bargaining agreement shall have only the rights that probationary employees have under the collective bargaining agreement. Additionally, because of the importance of the continuity of training, Sections 79(h) and 79(i) shall not apply to probationary employees.

The County and the Local 3911 specifically agree that the employees who enroll in the Paramedic Academy shall be entitled to representation by the Union and shall be eligible for membership in the Union upon completion of a voluntary dues authorization card or voluntary service fee as may be established by the Union. The Union shall provide signed proof of each employee's voluntary membership or service fee paying status.

Local 3911 shall cooperate with the County in the enforcement of the reimbursement policy, but shall not be responsible for repayment on behalf of an employee who separates prior to the fulfillment of his or her five years of service to the County.

MAINTENANCE OF STANDARDS

(130) The County agrees that all conditions of employment relating to pensions, wages, salaries, hours, insurance, vacations, sick leave, grievance procedures and all other terms and conditions of employment shall be maintained at not less than the highest standards in effect at the time of the signing of this agreement, and the same shall be improved wherever specific provisions for improvement are made elsewhere in this agreement.

EXHIBIT A

R23-093

Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel

Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	16.923 35,687	17.768 37,470	18.657 39,343	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	
Emergency Call Operator	16	17.768 37,470	18.657 39,343	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	
Emergency Call Operator Coordinator	17	18.657 39,343	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	
Public Safety Operator I	18	19.590 41,310	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	18.657 39,343
Public Safety Operator II	19	20.569 43,376	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	21.598 45,545	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	22.678 47,823	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	23.812 50,214	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	22.678 47,823
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	25.002 52,724	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	
Telecommunicator IV - Police & Fire/EMS Communications	24	26.253 55,361	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	40.729 85,890	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	27.566 58,132	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	40.729 85,890	42.765 90,183	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	28.945 61,038	30.392 64,090	31.911 67,295	33.507 70,660	35.183 74,193	36.942 77,903	38.789 81,799	40.729 85,890	42.765 90,183	44.903 94,692	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	31.839 67,142	33.431 70,500	35.103 74,024	36.858 77,726	38.701 81,612	40.636 85,694	42.668 89,979	44.802 94,479	47.042 99,201	49.394 104,161	

Effective: 07/01/2023 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT B
Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	17.346 36,579	18.213 38,407	19.123 40,327	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	
Emergency Call Operator	16	18.213 38,407	19.123 40,327	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	
Emergency Call Operator Coordinator	17	19.123 40,327	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	
Public Safety Operator I	18	20.079 42,343	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	19.123 40,327
Public Safety Operator II	19	21.083 44,460	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	22.138 46,684	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	23.245 49,018	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	24.407 51,470	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	23.245 49,018
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	25.627 54,042	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	
Telecommunicator IV - Police & Fire/EMS Communications	24	26.909 56,745	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	41.747 88,037	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	28.255 59,585	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	41.747 88,037	43.834 92,438	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	29.668 62,564	31.152 65,693	32.709 68,977	34.345 72,427	36.062 76,048	37.866 79,851	39.759 83,844	41.747 88,037	43.834 92,438	46.026 97,059	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	32.635 68,821	34.267 72,262	35.980 75,875	37.780 79,670	39.668 83,652	41.652 87,836	43.735 92,228	45.922 96,840	48.218 101,681	50.628 106,765	

Effective: 07/01/2024 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT C
Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	17.779 37,493	18.668 39,367	19.601 41,335	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	
Emergency Call Operator	16	18.668 39,367	19.601 41,335	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	
Emergency Call Operator Coordinator	17	19.601 41,335	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	
Public Safety Operator I	18	20.581 43,402	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	19.601 41,335
Public Safety Operator II	19	21.610 45,572	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	22.691 47,851	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	23.826 50,244	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	25.017 52,756	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	23.826 50,244
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	26.268 55,393	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	
Telecommunicator IV - Police & Fire/EMS Communications	24	27.582 58,164	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	42.791 90,238	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	28.962 61,075	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	42.791 90,238	44.930 94,749	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	30.410 64,128	31.931 67,335	33.527 70,702	35.204 74,238	36.964 77,949	38.812 81,847	40.753 85,940	42.791 90,238	44.930 94,749	47.176 99,486	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	33.451 70,541	35.124 74,069	36.880 77,772	38.724 81,661	40.660 85,744	42.694 90,032	44.828 94,534	47.070 99,261	49.423 104,223	51.894 109,434	

Effective: 07/01/2025 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT D

Pay Plan and Rates of Pay for Classified Service Emergency Services Personnel

Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (Non-EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
Emergency Medical Technician	15	18.224 38,430	19.135 40,351	20.091 42,368	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	
Emergency Call Operator	16	19.135 40,351	20.091 42,368	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	
Emergency Call Operator Coordinator	17	20.091 42,368	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	
Public Safety Operator I	18	21.096 44,487	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	20.091 42,368
Public Safety Operator II	19	22.151 46,711	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	
Public Safety Operator III - CTO Fire/Medical Communications Specialist Police Communications Specialist Senior Public Safety Operator II	20	23.258 49,047	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	
Telecommunicator I - Police Telecommunicator I - Fire/Medical	21	24.421 51,500	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	
Telecommunicator II - Police Telecommunicator II - Fire/Medical	22	25.643 54,075	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	24.421 51,500
Senior Telecommunicator II - Police Senior Telecommunicator II - Fire/Medical Telecommunicator III - Police - CTO Telecommunicator III - Fire/Medical - CTO	23	26.924 56,778	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	
Telecommunicator IV - Police & Fire/EMS Communications	24	28.271 59,618	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	43.861 92,494	
Assistant Platoon Leader - Police Assistant Platoon Leader - Fire/Medical	25	29.686 62,601	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	43.861 92,494	46.053 97,117	
Emergency Services Team Leader Senior Assistant Platoon Leader - Police Senior Assistant Platoon Leader - Fire/Medical	26	31.170 65,732	32.729 69,018	34.365 72,469	36.084 76,094	37.888 79,898	39.783 83,894	41.772 88,089	43.861 92,494	46.053 97,117	48.356 101,973	
Emergency Communications Info & Tech Coordinator Quality Assurance Coordinator Telecommunications Training Officer Coordinator	28	34.287 72,305	36.002 75,920	37.802 79,716	39.692 83,703	41.676 87,887	43.761 92,283	45.949 96,897	48.247 101,743	50.659 106,829	53.191 112,170	

Effective: 07/01/2026 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
**Denotes training rate*

EXHIBIT H
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	46,818	49,160	51,617	54,198	56,910	59,756	62,744	65,881	69,176	72,634	
Paramedic	22	27.159 57,272	28.517 60,136	29.942 63,142	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	25.865 54,545
Paramedic First Class	23	28.517 60,136	29.942 63,142	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	
Paramedic Corporal	24	29.942 63,142	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	
Paramedic Senior Corporal	25	31.439 66,300	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	
Paramedic Sergeant	26	33.011 69,615	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	
Paramedic Senior Sergeant	27	34.662 73,095	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	53.772 113,395	
Emergency Medical Services Lieutenant	28	36.395 76,750	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	53.772 113,395	56.461 119,064	
Emergency Medical Services Senior Lieutenant	29	38.215 80,588	40.126 84,617	42.132 88,848	44.238 93,290	46.450 97,955	48.773 102,852	51.212 107,995	53.772 113,395	56.461 119,064	59.284 125,018	

Effective: 07/01/2026 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT E
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	43,476	45,650	47,932	50,329	52,847	55,490	58,264	61,177	64,237	67,448	
Paramedic	22	25.219 53,183	26.480 55,842	27.804 58,634	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	24.019 50,650
Paramedic First Class	23	26.480 55,842	27.804 58,634	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	
Paramedic Corporal	24	27.804 58,634	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	
Paramedic Senior Corporal	25	29.195 61,566	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	
Paramedic Sergeant	26	30.654 64,644	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	
Paramedic Senior Sergeant	27	32.187 67,876	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	49.933 105,298	
Emergency Medical Services Lieutenant	28	33.796 71,270	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	49.933 105,298	52.429 110,563	
Emergency Medical Services Senior Lieutenant	29	35.486 74,834	37.261 78,575	39.124 82,504	41.080 86,629	43.134 90,961	45.291 95,509	47.555 100,284	49.933 105,298	52.429 110,563	55.051 116,091	

Effective: 07/01/2023 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT F
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	44,562	46,791	49,130	51,587	54,168	56,877	59,720	62,707	65,843	69,134	
Paramedic	22	25.850 54,512	27.142 57,238	28.500 60,100	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	24.619 51,917
Paramedic First Class	23	27.142 57,238	28.500 60,100	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	
Paramedic Corporal	24	28.500 60,100	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	
Paramedic Senior Corporal	25	29.925 63,105	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	
Paramedic Sergeant	26	31.421 66,260	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	
Paramedic Senior Sergeant	27	32.992 69,573	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	51.181 107,931	
Emergency Medical Services Lieutenant	28	34.641 73,052	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	51.181 107,931	53.740 113,327	
Emergency Medical Services Senior Lieutenant	29	36.373 76,704	38.192 80,540	40.102 84,567	42.107 88,795	44.212 93,235	46.423 97,896	48.744 102,791	51.181 107,931	53.740 113,327	56.427 118,994	

Effective: 07/01/2024 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT G
Pay Plan and Rates of Pay for
Classified Service Emergency Services Personnel
Represented by the Delaware Public Employees Council 81, AFSCME, AFL-CIO, Affiliate Local 3911 (EMS Classifications)

CLASSIFICATION	Pay Grade	1	2	3	4	5	6	7	8	9	10	11*
EMS Operations Support Specialist	21	45,677	47,961	50,358	52,877	55,522	58,299	61,213	64,274	67,489	70,862	
Paramedic	22	26.496 55,875	27.821 58,669	29.212 61,602	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	25.234 53,214
Paramedic First Class	23	27.821 58,669	29.212 61,602	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	
Paramedic Corporal	24	29.212 61,602	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	
Paramedic Senior Corporal	25	30.673 64,682	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	
Paramedic Sergeant	26	32.206 67,917	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	
Paramedic Senior Sergeant	27	33.817 71,312	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	52.461 110,629	
Emergency Medical Services Lieutenant	28	35.507 74,878	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	52.461 110,629	55.084 116,160	
Emergency Medical Services Senior Lieutenant	29	37.283 78,622	39.147 82,553	41.104 86,681	43.160 91,015	45.317 95,565	47.583 100,344	49.963 105,361	52.461 110,629	55.084 116,160	57.838 121,968	

Effective: 07/01/2025 (Ordinance 23-xxx)

Notes: The hourly rates listed are the rates assigned to the 2-2-4 shift. Per Resolution 05-246 (effective 4/1/2007), hourly rate shall be calcuated on 2108.8 hours.
*Denotes training rate

EXHIBIT I

ALPHABETICAL LISTING OF BARGAINING UNIT OCCUPATIONAL CLASSIFICATIONS

Assistant Platoon Leader – Police – 25
Assistant Platoon Leader – Fire/Medical – 25
Emergency Call Operator – 16
Emergency Call Operator Coordinator – 17
Emergency Communications Info & Tech Coordinator – 28
Emergency Medical Services Lieutenant – 28
Emergency Medical Services Operations Support Specialist – 21
Emergency Medical Services Senior Lieutenant – 29
Emergency Medical Technician – 15
Emergency Service Team Leader – 26
Fire/Medical Communications Specialist – 20
Paramedic – 22
Paramedic Corporal – 24
Paramedic First Class – 23
Paramedic Sergeant – 26
Paramedic Senior Corporal – 25
Paramedic Senior Sergeant – 27
Police Communications Specialist – 20
Public Safety Operator I – 18
Public Safety Operator II – 19
Public Safety Operator III – CTO – 20
Quality Assurance Coordinator – 28
Senior Assistant Platoon Leader-Fire/Medical-26
Senior Assistant Platoon Leader-Police-26
Senior Public Safety Operator II – 20
Senior Telecommunicator II-Fire/Medical – 23
Senior Telecommunicator II-Police – 23
Telecommunications Training Officer Coordinator – 28
Telecommunicator I – Police – 21
Telecommunicator I – Fire/Medical – 21
Telecommunicator II – Police – 22
Telecommunicator II – Fire/Medical – 22
Telecommunicator III – Police – CTO – 23
Telecommunicator III– Fire/Medical – CTO – 23
Telecommunicator IV – Police & Fire/EMS Communications – 24

EXHIBIT J

BARGAINING UNIT OCCUPATIONAL CLASSIFICATIONS BY PAY GRADE

Pay Grade 15
Emergency Medical Technician

Pay Grade 16
Emergency Call Operator

Pay Grade 17
Emergency Call Operator Coordinator

Pay Grade 18
Public Safety Operator I

Pay Grade 19
Public Safety Operator II

Pay Grade 20
Fire/Medical Communications Specialist
Police Communications Specialist
Public Safety Operator III – CTO
Senior Public Safety Operator II

Pay Grade 21
Emergency Medical Services Operations Support Specialist
Telecommunicator I – Police
Telecommunicator I – Fire/Medical

Pay Grade 22
Paramedic
Telecommunicator II – Police
Telecommunicator II – Fire/Medical

Pay Grade 23
Paramedic First Class
Senior Telecommunicator II-Fire/Medical
Senior Telecommunicator II-Police
Telecommunicator III – Police – CTO
Telecommunicator III – Fire/Medical – CTO

Pay Grade 24
Paramedic Corporal
Telecommunicator IV – Police & Fire/EMS Communications

Pay Grade 25
Assistant Platoon Leader – Police
Assistant Platoon Leader – Fire/Medical
Paramedic Senior Corporal

Pay Grade 26
Coordinator Senior Assistant Platoon Leader- Fire/Medical
Emergency Service Team Leader
Paramedic Sergeant
Senior Assistant Platoon Leader-Police

Pay Grade 27
Paramedic Senior Sergeant

Pay Grade 28
Emergency Communication Info & Tech Coordinator
Emergency Medical Services Lieutenant
Quality Assurance Coordinator
Telecommunications Training Officer Coordinator

Pay Grade 29
Emergency Medical Services Senior Lieutenant

EXHIBIT K

SENIORITY, LAY-OFF AND RECALL PROCEDURE
INTERCHANGEABLE OCCUPATIONAL
SENIORITY GROUPS

1.
Emergency Medical Services Senior Lieutenant –29
Emergency Medical Services Lieutenant – 28
Paramedic Sergeant – 26
Paramedic Corporal – 24
Paramedic First Class – 23
Paramedic – 22
Emergency Medical Technician – 15
Emergency Medical Services Operations Support Specialist – 21
Paramedic Senior Corporal – 25
Paramedic Senior Sergeant – 27

2.
Assistant Platoon Leader – Police – 25
Assistant Platoon Leader – Fire/Medical – 25
*Police Communications Specialist - 20
*Fire/Medical Communications Specialist – 20
Emergency Call Operator Coordinator – 17
Emergency Service Team Leader – 26
Emergency Call Operator – 16
Public Safety Operator I – 18
Public Safety Operator II – 19
Public Safety Operator III – CTO – 20
Quality Assurance Coordinator – 28
Telecommunications Training Officer Coordinator – 28
Telecommunicator I – Police – 21
Telecommunicator I – Fire/Medical – 21
Telecommunicator II – Police – 22
Telecommunicator II – Fire/Medical – 22
Telecommunicator III – Police CTO – 23
Telecommunicator III – Fire/Medical CTO – 23
Telecommunicator IV – Police & Fire/EMS Communications – 24
Senior Public Safety Operator II – 20
Senior Telecommunicator II-Fire/Medical – 23
Senior Telecommunicator II-Police – 23
Emergency Communications Info & Tech Coordinator – 28
Senior Assistant Platoon Leader- Fire/Medical-26
Senior Assistant Platoon Leader-Police-26

*__Layoffs and reductions in force for employees in these positions will be governed by seniority.__

Introduced by: Mr. Bell
Date of introduction: May 23, 2023

RESOLUTION NO. 23-094

PLAN OF WINCHELSEA; ST. GEORGES HUNDRED; EAST SIDE OF JAMISON CORNER ROAD, 2550 FEET NORTH OF BOYDS CORNER ROAD; MAJOR LAND DEVELOPMENT PLAN THAT PROPOSES TO SUBDIVIDE THE PROPERTY INTO 336 AGE-RESTRICTED LOTS WITH ASSOCIATED IMPROVEMENTS; ST ZONING; APPLICATION NO. 2020-0577; COUNCIL DISTRICT 12

NOW, THEREFORE, BE IT RESOLVED, by and for the County Council of New Castle County that County Council hereby approves the following major land development plan, Plan of Winchelsea (Application No. 2020-0577), as heretofore approved by the Land Use Department, and the President of County Council is hereby authorized to endorse her approval upon the following plan.

PLAN OF WINCHELSEA
St. Georges Hundred

Adopted by County Council of
New Castle County on: 5/23/23

_____
President of County Council
of New Castle County

SYNOPSIS: Same as title

FISCAL IMPACT: This will have no immediately discernible fiscal impact on the county but, if the parcel is developed in accordance with this record plan, there may be one or more fiscal effects on New Castle County government including, but not limited to, an increase in the assessed value of the property with the resultant increase in taxes collectible thereon and an increased demand for County services.

MEMORANDUM

To: Council President
Members of County Council
Council to Council
Clerk of County Council

From: Richard Hall

Re: Application No. 2020-0577
Winchelsea
Record Major Land Development Plan

Date: May 3, 2023

Enclosed for Council's review and consideration of approval are paper prints of the above-referenced plan. The Department has determined that this proposal complies with all applicable requirements of the New Castle County Code.

A suggested title, synopsis, and fiscal note are attached.

cc: Matthew Meyer, County Executive
Vanessa Phillips, Chief Administrative Officer
Brian Boyle, Senior Policy Director

Plan of Winchelsea; St. Georges Hundred; East side of Jamison Corner Road, 2550' north of Boyds Corner Road; Major Land Development Plan that proposes to rezone the parcel from Suburban (S) to Suburban Transition (ST) to subdivide the property into 336 age-restricted lots with associated improvements; ST zoning.

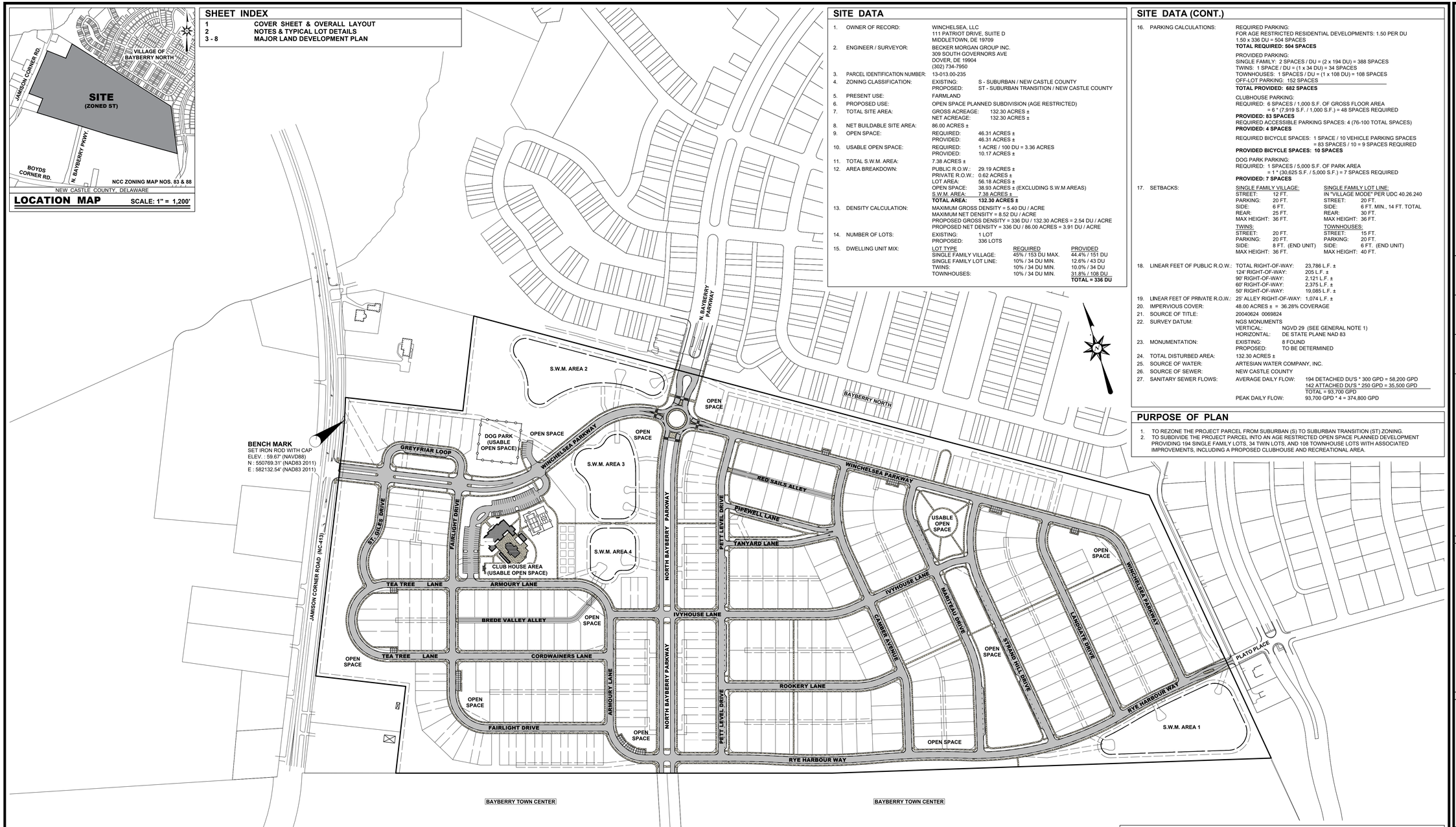
Synopsis: Same as title

Fiscal Note: This will have no immediately discernible fiscal impact on the county but, if the parcel is developed in accordance with this record plan, there may be one or more fiscal effects on New Castle County government including, but not limited to, an increase in the assessed value of the property with the resultant increase in taxes collectible thereon and an increased demand for County services.

LOCATION MAP SCALE: 1" = 1,200'

SHEET INDEX

1	COVER SHEET & OVERALL LAYOUT
2	NOTES & TYPICAL LOT DETAILS
3 - 8	MAJOR LAND DEVELOPMENT PLAN



SITE DATA

1. OWNER OF RECORD: WINCHELSEA, LLC
111 PATRIOT DRIVE, SUITE D
MIDDLETOWN, DE 19709
2. ENGINEER / SURVEYOR: BECKER MORGAN GROUP INC.
309 SOUTH GOVERNORS AVE
DOVER, DE 19904
(302) 734-7950
3. PARCEL IDENTIFICATION NUMBER: 13-013.00-235
4. ZONING CLASSIFICATION: EXISTING: S - SUBURBAN / NEW CASTLE COUNTY
PROPOSED: ST - SUBURBAN TRANSITION / NEW CASTLE COUNTY
5. PRESENT USE: FARMLAND
6. PROPOSED USE: OPEN SPACE PLANNED SUBDIVISION (AGE RESTRICTED)
7. TOTAL SITE AREA: GROSS ACREAGE: 132.30 ACRES ±
NET ACREAGE: 132.30 ACRES ±
8. NET BUILDABLE SITE AREA: 86.00 ACRES ±
9. OPEN SPACE: REQUIRED: 46.31 ACRES ±
PROVIDED: 46.31 ACRES ±
10. USABLE OPEN SPACE: REQUIRED: 1 ACRE / 100 DU = 3.36 ACRES
PROVIDED: 10.17 ACRES ±
11. TOTAL S.W.M. AREA: 7.38 ACRES ±
12. AREA BREAKDOWN: PUBLIC R.O.W.: 29.19 ACRES ±
PRIVATE R.O.W.: 0.62 ACRES ±
LOT AREA: 56.18 ACRES ±
OPEN SPACE: 38.93 ACRES ± (EXCLUDING S.W.M AREAS)
S.W.M. AREA: 7.38 ACRES ±
TOTAL AREA: 132.30 ACRES ±
13. DENSITY CALCULATION: MAXIMUM GROSS DENSITY = 5.40 DU / ACRE
MAXIMUM NET DENSITY = 8.52 DU / ACRE
PROPOSED GROSS DENSITY = 336 DU / 132.30 ACRES = 2.54 DU / ACRE
PROPOSED NET DENSITY = 336 DU / 86.00 ACRES = 3.91 DU / ACRE
14. NUMBER OF LOTS: EXISTING: 1 LOT
PROPOSED: 336 LOTS
15. DWELLING UNIT MIX:

LOT TYPE	REQUIRED	PROVIDED
SINGLE FAMILY VILLAGE:	45% / 153 DU MAX.	44.4% / 151 DU
SINGLE FAMILY LOT LINE:	10% / 34 DU MIN.	12.6% / 43 DU
TWINS:	10% / 34 DU MIN.	10.0% / 34 DU
TOWNHOUSES:	10% / 34 DU MIN.	31.8% / 108 DU
		TOTAL = 336 DU

SITE DATA (CONT.)

16. PARKING CALCULATIONS: REQUIRED PARKING:
FOR AGE RESTRICTED RESIDENTIAL DEVELOPMENTS: 1.50 PER DU
1.50 x 336 DU = 504 SPACES
TOTAL REQUIRED: 504 SPACES

PROVIDED PARKING:
SINGLE FAMILY: 2 SPACES / DU = (2 x 194 DU) = 388 SPACES
TWINS: 1 SPACE / DU = (1 x 34 DU) = 34 SPACES
TOWNHOUSES: 1 SPACES / DU = (1 x 108 DU) = 108 SPACES
OFF-LOT PARKING: 152 SPACES
TOTAL PROVIDED: 682 SPACES

CLUBHOUSE PARKING:
REQUIRED: 6 SPACES / 1,000 S.F. OF GROSS FLOOR AREA
= 6 * (7,919 S.F. / 1,000 S.F.) = 48 SPACES REQUIRED
PROVIDED: 83 SPACES
REQUIRED ACCESSIBLE PARKING SPACES: 4 (76-100 TOTAL SPACES)
PROVIDED: 4 SPACES

REQUIRED BICYCLE SPACES: 1 SPACE / 10 VEHICLE PARKING SPACES
= 83 SPACES / 10 = 9 SPACES REQUIRED
PROVIDED BICYCLE SPACES: 10 SPACES

DOG PARK PARKING:
REQUIRED: 1 SPACES / 5,000 S.F. OF PARK AREA
= 1 * (30,625 S.F. / 5,000 S.F.) = 7 SPACES REQUIRED
PROVIDED: 7 SPACES

17. SETBACKS:

SINGLE FAMILY VILLAGE:		SINGLE FAMILY LOT LINE:	
STREET:	12 FT.	IN "VILLAGE MODE" PER UDC 40.26.240	
PARKING:	20 FT.	STREET:	20 FT.
SIDE:	6 FT.	SIDE:	6 FT. MIN., 14 FT. TOTAL
REAR:	25 FT.	REAR:	30 FT.
MAX HEIGHT:	36 FT.	MAX HEIGHT:	36 FT.
TWINS:		TOWNHOUSES:	
STREET:	20 FT.	STREET:	15 FT.
PARKING:	20 FT.	PARKING:	20 FT.
SIDE:	8 FT. (END UNIT)	SIDE:	6 FT. (END UNIT)
MAX HEIGHT:	36 FT.	MAX HEIGHT:	40 FT.

18. LINEAR FEET OF PUBLIC R.O.W.: TOTAL RIGHT-OF-WAY: 23,786 L.F. ±
124' RIGHT-OF-WAY: 205 L.F. ±
90' RIGHT-OF-WAY: 2,121 L.F. ±
60' RIGHT-OF-WAY: 2,375 L.F. ±
50' RIGHT-OF-WAY: 19,085 L.F. ±
19. LINEAR FEET OF PRIVATE R.O.W.: 25' ALLEY RIGHT-OF-WAY: 1,074 L.F. ±
20. IMPERVIOUS COVER: 48.00 ACRES ± = 36.28% COVERAGE
21. SOURCE OF TITLE: 20040624 0069824
22. SURVEY DATUM: NGS MONUMENTS
VERTICAL: NGVD 29 (SEE GENERAL NOTE 1)
HORIZONTAL: DE STATE PLANE NAD 83
23. MONUMENTATION: EXISTING: 8 FOUND
PROPOSED: TO BE DETERMINED
24. TOTAL DISTURBED AREA: 132.30 ACRES ±
25. SOURCE OF WATER: ARTESIAN WATER COMPANY, INC.
26. SOURCE OF SEWER: NEW CASTLE COUNTY
27. SANITARY SEWER FLOWS: AVERAGE DAILY FLOW: 194 DETACHED DU'S * 300 GPD = 58,200 GPD
142 ATTACHED DU'S * 250 GPD = 35,500 GPD
TOTAL = 93,700 GPD
PEAK DAILY FLOW: 93,700 GPD * 4 = 374,800 GPD

PURPOSE OF PLAN

1. TO REZONE THE PROJECT PARCEL FROM SUBURBAN (S) TO SUBURBAN TRANSITION (ST) ZONING.
2. TO SUBDIVIDE THE PROJECT PARCEL INTO AN AGE RESTRICTED OPEN SPACE PLANNED DEVELOPMENT PROVIDING 194 SINGLE FAMILY LOTS, 34 TWIN LOTS, AND 108 TOWNHOUSE LOTS WITH ASSOCIATED IMPROVEMENTS, INCLUDING A PROPOSED CLUBHOUSE AND RECREATIONAL AREA.

LEGEND

ITEM	EXISTING	PROPOSED
CONCRETE CURB & GUTTER		
CONCRETE SIDEWALK, SLAB / PAVING		
IMPERVIOUS SURFACED ROAD, DRIVE OR PARKING LOT		
INDIVIDUAL TREE OR BUSH	EVERGREEN DECIDUOUS	N/A
WIRE FENCE	x x x	
CHAINLINK FENCE		
STOCKADE FENCE		
STRUCTURE (CONCRETE, WOOD, METAL, ETC.)		
DRAINAGE DITCH OR SWALE		
EMBANKMENT SIDESLOPES (DOWN)		
CONTOUR	49	55
ELEVATION SPOT SHOT	43.55	25.15 / 25.50 T.C. 25.00 B.C.
BENCH MARK		N/A
PROPERTY OR RIGHT-OF-WAY LINE		
CENTERLINE		
LIGHT POLE		L.O.D.
LIMIT OF DISTURBANCE (LOD)	N/A	

ITEM	EXISTING	PROPOSED
SANITARY GRAVITY SEWER LINE, SIZE & FLOW DIRECTION	EX. 10"S	10" S
SANITARY SEWER FORCE MAIN, SIZE & FLOW DIRECTION	EX. 10" F.M.	12" F.M.
SANITARY SEWER MANHOLE (S.M.H.)		
SANITARY SEWER CLEANOUT		
WATER MAIN & SIZE	EX. 10" W	12" W
FIRE HYDRANT	F.H.	F.H.
WATER VALVE (W.V.) OR METER (W.M.)	W.M. W.V.	W.M. W.V.
STORM DRAIN MANHOLE (S.D.M.H.)		
STORM DRAIN LINE (CMP OR RCP)		
CATCH BASIN		
UTILITY POLE W/ OVERHEAD SERVICE (TELEPHONE OR ELECTRIC OR BOTH)		
UNDERGROUND ELECTRIC	U.E.	U.E.
UNDERGROUND TELEPHONE	U.T.	U.T.
UNDERGROUND GAS MAIN	EX. 2" G	2" G
PAVEMENT TO BE REMOVED	N/A	

SURVEY LEGEND

ITEM	EXISTING	PROPOSED
UNMARKED POINT	○	○
CONCRETE MONUMENT	FCM	SCM
IRON PIPE	FIP	SIP
IRON PIPE W/ CAP	FIPC	
IRON ROD	FIR	SIR
IRON ROD W/ CAP	FIRC	SIRC
DRILL HOLE	FDH	SDH
STONE	FSTONE	
PK NAIL	FPK	SPK

CERTIFICATION OF PLAN APPROVAL

APPROVED _____ BY _____
(DATE) (GENERAL MANAGER)
FOR DEPARTMENT OF LAND USE OF NEW CASTLE COUNTY.

APPROVED _____ BY _____
(DATE) (COUNCIL PRESIDENT)
FOR COUNTY COUNCIL OF NEW CASTLE COUNTY.

CERTIFICATION OF OWNERSHIP

WE, WINCHELSEA LLC, HEREBY CERTIFY THAT WE ARE THE OWNER OF THE PROPERTY WHICH IS SUBJECT OF THIS PLAN AND THAT THE LAND USE ACTION PROPOSED BY THIS PLAN IS MADE AT OUR DIRECTION AND THAT WE AUTHORIZE THIS PLAN TO BE RECORDED IN ACCORDANCE WITH THE REGULATIONS OF THE NEW CASTLE COUNTY UNIFIED DEVELOPMENT CODE.

Keith Adams — 5-2-2023
WINCHELSEA LLC — DATE

CERTIFICATION OF PLAN ACCURACY

I, CHRISTOPHER D. DUKE, HEREBY CERTIFY THAT I AM A REGISTERED ENGINEER WITH A BACKGROUND IN CIVIL ENGINEERING IN THE STATE OF DELAWARE AND THAT THE INFORMATION ON THIS PLAN IS TRUE AND CORRECT TO THE ACCURACY REQUIRED BY ACCEPTED ENGINEERING STANDARDS AND PRACTICES AND BY THE NEW CASTLE COUNTY UNIFIED DEVELOPMENT CODE.

CHRISTOPHER D. DUKE — P.E. NO. 16378 — 05-02-2023
DATE

CHRISTOPHER D. DUKE LICENSE No. 16378 PERSONAL ENGINEER STATE OF DELAWARE PROFESSIONAL ENGINEER

BECKER MORGAN GROUP

ARCHITECTURE
ENGINEERING

Delaware
309 South Governors Avenue
Dover, DE 19904
302.734.7950
The Tower at STAR Campus
100 Discovery Boulevard, Suite 102
Newark, DE 19713
302.369.3700

Maryland
312 West Main Street, Suite 300
Salisbury, MD 21801
410.546.9100

North Carolina
3333 Jaeckle Drive, Suite 120
Wilmington, NC 28403
910.341.7600

www.beckermorgan.com

PROJECT TITLE

APPLICATION NO. 2020-0577-S/Z

WINCHELSEA SUBDIVISION

JAMISON CORNER ROAD
ST. GEORGES HUNDRED
NEW CASTLE COUNTY, DE

SHEET TITLE

MAJOR LAND DEVELOPMENT RECORD PLAN

COVER SHEET

0 100 200 400

SCALE : 1" = 200'

ISSUE BLOCK

MARK	DATE	DESCRIPTION
12	05/02/23	REVISED PER AGENCY COMMENTS
11	03/31/23	REVISED PER AGENCY COMMENTS
10	01/23/23	REVISED PER AGENCY COMMENTS
9	10/26/22	REVISED PER AGENCY COMMENTS
8	09/01/22	REVISED PER AGENCY COMMENTS
7	07/07/22	REVISED PER AGENCY COMMENTS
6	04/08/22	REVISED PER AGENCY COMMENTS
5	02/03/22	REVISED PER AGENCY COMMENTS
4	12/08/21	REVISED PER COUNTY COMMENTS
3	11/12/21	REVISED PER AGENCY COMMENTS
2	07/23/21	AGENCY SUBMISSION
1	07/09/21	AGENCY SUBMISSION

LAYER STATE: 1 OF 8

PROJECT NO.: 2019202.02
DATE: 08/16/2020
SCALE: 1" = 200'
DRAWN BY: T.D.G. | PROJ. MGR.: C.D.D.
SHEET
1 OF 8

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F:\AutoCAD\Projects\2019\2019202\DWG\2019202-RECORD-C3D18.dwg, May 02, 2023 - 10:21am

GENERAL NOTES

1. BOUNDARY AND TOPOGRAPHIC SURVEY DATA SHOWN HEREON WAS COMPILED FROM A FIELD SURVEY PERFORMED BY BECKER MORGAN GROUP, INC. DOVER, DE. IN NOVEMBER 2019. PROJECT VERTICAL DATUM IS BASED ON NAVD 88 AND PROJECT HORIZONTAL DATUM IS BASED ON DELAWARE STATE PLANE (NAD83), GPS DERIVED FROM N.G.S. CONTROL MONUMENTS.
2. THIS AREA OF DEVELOPMENT IS NOT IMPACTED BY THE 100 YEAR FLOOD PLAIN AS SHOWN ON FEMA FLOOD INSURANCE RATE MAP (FIRM) 10003C0243L, EFFECTIVE 01/22/2020.
3. THIS AREA OF DEVELOPMENT IS NOT LOCATED WITHIN A WATER RESOURCE PROTECTION AREA (WRPA) BASED ON REVIEW OF "MAPPING OF WATER RESOURCE PROTECTION AREAS FOR CITY OF NEWARK, CITY OF WILMINGTON, AND NEW CASTLE COUNTY, DELAWARE" MAP 2 OF 3, LAST REVISED MARCH 2022.
4. NO PORTION OF THIS SITE CONTAINS WETLANDS AS DETERMINED BY AN INVESTIGATION CONDUCTED IN ACCORDANCE WITH THE PROCEDURE SET FORTH IN THE FEDERAL MANUAL FOR IDENTIFYING AND DELINEATING JURISDICTIONAL WETLANDS DATED JANUARY 10, 1989, OR AS LATER AMENDED. THIS SITE HAS BEEN EXAMINED BY JAMES C. McCULLEY ENVIRONMENTAL CONSULTANTS, INC. DATED OCTOBER 5, 2007, AND NO WETLANDS WERE FOUND TO EXIST.
5. NO PORTION OF THIS SITE CONTAINS CRITICAL NATURAL AREAS PER THE DELAWARE INVENTORY OF NATURAL AREAS.
6. DELAWARE REGULATIONS PROHIBIT THE BURIAL OF CONSTRUCTION DEMOLITION DEBRIS, INCLUDING TREES AND STUMPS ON CONSTRUCTION SITES. ANY SOLID WASTE FOUND DURING EXCAVATION MUST BE REMOVED AND PROPERLY DISCARDED.
7. ALL HANDICAPPED PARKING DEMARCATION, STALLS, AND BUILDING ACCESSIBLE ROUTES SHALL COMPLY WITH THE "AMERICANS WITH DISABILITIES ACT".
8. WATER SUPPLY IS SUBJECT TO THE APPROVAL OF ARTESIAN WATER COMPANY, INC., THE DELAWARE STATE DEPARTMENT OF NATURAL RESOURCES AND ENVIRONMENTAL CONTROL, AND THE DELAWARE DEPARTMENT OF PUBLIC HEALTH.
9. SEWERAGE IS SUBJECT TO THE APPROVAL OF DNREC AND THE NEW CASTLE COUNTY DEPARTMENT OF SPECIAL SERVICES. AT THE TIME OF APPROVAL OF THIS PLAN, SEWER CAPACITY EXISTED TO ACCOMMODATE THE ANTICIPATED FLOWS GENERATED BY THIS ADDITIONAL DEVELOPMENT. NEW CASTLE COUNTY HAS COMMITTED TO PROVIDE SEWER SERVICE IN ACCORDANCE WITH THE LAND DEVELOPMENT IMPROVEMENT AGREEMENT FOR THIS DEVELOPMENT. THE OWNER OF THIS PROPERTY, ITS SUCCESSORS OR ASSIGNS, SHALL BE RESPONSIBLE FOR EXTENDING SEWER SERVICE TO EACH LOT SHOWN ON OR CREATED BY THIS PLAN.
10. ALL FIRE LANES, FIRE HYDRANTS, SPRINKLER AND STANDPIPE CONNECTIONS AND FIRE EXITS SHALL BE MARKED AND/OR PROTECTED IN ACCORDANCE WITH THE DELAWARE STATE FIRE PREVENTION REGULATIONS, DATED DECEMBER 12, 2018.
11. SHRUBBERY, PLANTING, SIGNS AND/OR OTHER VISUAL BARRIERS THAT COULD OBSTRUCT THE SIGHT DISTANCE OF A DRIVER PREPARING TO ENTER THE ROADWAY ARE PROHIBITED WITHIN THE DEFINED DEPARTURE SIGHT TRIANGLE AREA ESTABLISHED ON THIS PLAN. IF THE ESTABLISHED DEPARTURE SIGHT TRIANGLE AREA IS OUTSIDE THE RIGHT-OF-WAY OR PROJECTS ONTO AN ADJACENT PROPERTY OWNER'S LAND, A SIGHT EASEMENT SHALL BE ESTABLISHED AND RECORDED WITH ALL AFFECTED PROPERTY OWNERS TO MAINTAIN THE REQUIRED SIGHT DISTANCE.
12. UNLESS OTHERWISE DESCRIBED BY METES AND BOUNDS, OR BY MATHEMATICAL REFERENCE TO A PROPERTY LINE, A 40' WIDE SANITARY SEWER EASEMENT OR A 20' STORM DRAINAGE EASEMENT, 20' AND 10' RESPECTIVELY, ON EACH SIDE OF THE CENTERLINE OF THE PIPE, SHALL BE CREATED WHERE A SANITARY SEWER OR STORM SEWER IS DESIGNATED FOR PUBLIC USE IN UNPAVED AREAS AND IS OUTSIDE OF A DEDICATED PUBLIC RIGHT-OF-WAY. A 20' WIDE EASEMENT, 10' ON EACH SIDE OF THE CENTERLINE OF THE PIPE, SHALL BE CREATED WHERE A SANITARY SEWER PIPE IS DESIGNATED FOR PUBLIC USE IN PRIVATELY MAINTAINED PAVED AREAS, SUCH AS PARKING LOTS, PRIVATE STREETS OR DRIVEWAYS. IF THE CONSTRUCTED HORIZONTAL SEWER MAIN LOCATION DEVIATES BY MORE THAN 2.5 FEET FROM THE DESIGN LOCATION, THE PROPERTY MAY BE SUBJECT TO A RESUBDIVISION PLAN OR PIPE RELOCATION AS DETERMINED BY THE DEPARTMENT OF PUBLIC WORKS.
13. NEW CASTLE COUNTY HAS THE RIGHT OF ACCESS TO THE SITE FOR THE PURPOSES OF OPERATING, MAINTAINING, AND REPAIRING THE SANITARY SEWER LINES CONTAINED WITHIN THE SEWER EASEMENTS SHOWN ON THIS PLAN.
14. ALL PRIVATE COMMON AREAS, PRIVATE OPEN AREAS, RECREATIONAL FACILITIES, PARKING BAYS, ACCESSWAYS, PARKING AREAS, STORMWATER MANAGEMENT FACILITIES, LANDSCAPE PLANTINGS AND LANDSCAPE AREAS SHALL BE KEPT IN GOOD REPAIR AND MAINTAINED IN SAFE AND SANITARY CONDITION ACCORDING TO ARTICLE 27 OF THE NEW CASTLE COUNTY UNIFIED DEVELOPMENT CODE.
15. ALL PURCHASERS SHALL PERMIT THE DEVELOPER OR ITS ASSIGNS TEMPORARY TRESPASS UPON THE LOT OR LOTS OF SUCH PURCHASERS TO COMPLETE GRADING OR LANDSCAPING AS REQUIRED BY THE APPROVED PLANS FOR A PERIOD OF ONE YEAR COMMENCING WITH THE ISSUANCE OF THE CERTIFICATE OF OCCUPANCY.
16. DRAINAGE, EROSION AND SEDIMENT CONTROL, AND STORMWATER MANAGEMENT SHALL BE PROVIDED IN ACCORDANCE WITH THE NEW CASTLE NEW CASTLE COUNTY DRAINAGE CODE.
17. THE DEVELOPER/OWNER SHALL PRESERVE ALL TREES ON THIS SITE EXCEPT WHERE NECESSARY TO CONSTRUCT BUILDINGS, PARKING, ACCESSWAYS, RECREATIONAL FACILITIES, UTILITIES, AND WERE SELECTIVE THINNING OF EXISTING VEGETATION IS REQUIRED. EXISTING PLANT MATERIALS DESIGNATED TO REMAIN ON THIS PLAN OR ON THE LANDSCAPE PLAN SHALL BE PRESERVED AND PROPERLY PROTECTED DURING CONSTRUCTION. IN THE CASE OF UTILITY RIGHT-OF-WAYS AND EASEMENTS, ANY DISTURBED AREAS SHALL BE REPLANTED TO ACHIEVE A RECURRENCE OF NATURAL VEGETATIVE COVER.
18. A SIX FOOT WIDE EASEMENT ON EACH SIDE OF EACH SIDE AND REAR LOT LINE SHOWN ON THE PLAN AND ON EACH SIDE OF EACH SIDE AND REAR LOT LINE SUBSEQUENTLY ESTABLISHED WITHIN THE AREA SHOWN ON THIS PLAN IS HEREBY DEDICATED TO BE AVAILABLE FOR ANY UTILITY USE, PROVIDED THAT WHERE ANY LOT LINE IS ELIMINATED, THE EASEMENT ALONG SAID LOT LINE SHALL BE EXTINGUISHED EXCEPT AS TO UTILITIES THEN EXISTING IN SAID EASEMENT.
19. NO PORTIONS OF THIS SITE CONTAIN PRECAUTIONARY OR PROHIBITIVE STEEP SLOPES AS DEFINED BY THE NEW CASTLE COUNTY UNIFIED DEVELOPMENT CODE.
20. A DECLARATION OF RESTRICTIONS DATED MAY 2, 2023 WAS RECORDED ON _____ IN THE OFFICE OF THE RECORDER OF DEEDS, IN AND FOR NEW CASTLE COUNTY, STATE OF DELAWARE, AT INSTRUMENT # _____, WHICH RESTRICTIONS CONCERN THE ARCHITECTURAL DESIGN AND BUILDING MATERIALS OF THE HOMES TO BE CONSTRUCTED ON THE LOTS
21. FOR MAINTENANCE OF THE COMMON FACILITIES INCLUDING PRIVATE OPEN SPACE (NATURAL AREA OPEN SPACE, COMMUNITY OPEN SPACE), PRIVATE ALLEYWAYS, STORMWATER MANAGEMENT AREAS, ETC. SHOWN ON THE PLAN, SEE THE MAINTENANCE DECLARATION DATED AUGUST 22, 2022, AND OF RECORD IN THE OFFICE OF THE RECORDER OF DEEDS IN AND FOR NEW CASTLE COUNTY, STATE OF DELAWARE, INSTRUMENT NO. 20220825-0084421.
22. UNLESS OTHERWISE SPECIFIED ON THE PLAN, SIDEWALKS SHALL BE INSTALLED IN THE LOCATIONS SHOWN ON THIS PLAN PRIOR TO THE ISSUANCE OF A CERTIFICATE OF OCCUPANCY FOR THE DWELLING (OR GROUP OF DWELLINGS FOR ATTACHED DWELLINGS) IN FRONT OF WHICH THEY ARE SHOWN. SIDEWALKS SHALL BE FIVE (5) FEET IN WIDTH AND CONSTRUCTED OF PORTLAND CEMENT CONCRETE.
23. THIS PLAN IS SUBJECT TO THE IMPACT FEE PROVISIONS OF CHAPTER 40, ARTICLE 14 OF THE NEW CASTLE COUNTY CODE, AS MAY BE AMENDED BY NEW CASTLE COUNTY COUNCIL.
24. A LANDSCAPE AND OPEN SPACE MANAGEMENT PLAN, PREPARED BY BECKER MORGAN GROUP INC., LAST DATED MARCH 30, 2023 OR AS AMENDED AND APPROVED IN WRITING BY THE DEPARTMENT OF LAND USE, IS HEREBY CONSIDERED A PART OF THE RECORD PLAN.
25. ALL IMPROVEMENTS REQUIRED BY THIS PLAN AND THE NEW CASTLE COUNTY CODE SHALL BE SUBJECT TO THE LAND DEVELOPMENT IMPROVEMENT AGREEMENT (LDIA), AND THE PERFORMANCE GUARANTEE INCORPORATED THEREIN. THE LDIA IS RECORDED IN THE OFFICE OF THE RECORDER OF DEEDS IN AND FOR NEW CASTLE COUNTY, STATE OF DELAWARE, ON SEPTEMBER 19, 2022, AT INSTRUMENT NO. 20220919-0091041.
26. SUBDIVISION STREETS AND STATE HIGHWAY ACCESS:
    - 26.1. ALL ENTRANCES SHALL CONFORM TO THE STATE OF DELAWARE DIVISION OF HIGHWAY STANDARDS AND SHALL BE SUBJECT TO THEIR APPROVAL.
    - 26.2. ALL RIGHTS-OF-WAY ARE INTENDED FOR DEDICATION TO PUBLIC USE.
    - 26.3. SUBDIVISION STREETS CONSTRUCTED WITHIN THE LIMITS OF THE RIGHT-OF-WAY DEDICATED TO PUBLIC USE SHOWN ON THIS PLAN ARE TO BE MAINTAINED BY THE STATE OF DELAWARE FOLLOWING THE COMPLETION OF THE STREETS TO THE SATISFACTION OF THE STATE. THE STATE ASSUMES NO MAINTENANCE RESPONSIBILITIES WITHIN THE DEDICATED STREET RIGHT-OF-WAY UNTIL THE STREETS HAVE BEEN ACCEPTED BY THE STATE.
    - 26.4. THE DEVELOPER/OWNER DURING CONSTRUCTION AND BEFORE THE FIRST LOT IS SOLD SHALL INSTALL A STREET SIGN TO PROVIDE NOTICE TO POTENTIAL PURCHASERS OF PROPERTY ALONG A PROPOSED OR PLANNED INTERCONNECTING STREETS WITH ANY ADJACENT DEVELOPMENT, THAT SAID INTERCONNECTION IS PLANNED OR PROPOSED. SUCH SIGN SHALL BE OF A METAL DELDOT REGULATION STREET SIGN AND SHALL BE PLACED AT THE END OF THE STUB STREET IN THE RIGHT-OF-WAY. THE SIGN SHALL INDICATE "STREET CONNECTION TO FUTURE DEVELOPMENT". THE SIGN SHALL ALSO REFERENCE "NEW CASTLE COUNTY DEPARTMENT OF LAND USE" AND THE RESPECTIVE "INSTRUMENT NUMBER" OF THE RECORDED PLAN DEPICTING THE INTERCONNECTIONS. THE SIGN SHALL BE MOVED AS NEEDED AND REMOVED UPON COMPLETION OF THE STREET CONNECTION. DEVELOPER SHALL PROVIDE PHOTOGRAPHIC PROOF OF SIGN INSTALLATION AND SIGNED AFFIDAVIT TO THE NEW CASTLE COUNTY DEPARTMENT OF LAND USE PRIOR TO THE ISSUANCE OF THE FIRST BUILDING PERMIT.
    - 26.5. THE DEVELOPER/OWNER SHALL OBTAIN WRITTEN ACKNOWLEDGEMENT AS A PART OF ANY AGREEMENT OF SALE ENTERED INTO WITH A PROSPECTIVE HOMEBUYER AS TO THEIR AWARENESS OF THE POTENTIAL OR PLANNED STREET INTERCONNECTIONS.
    - 26.6. THE DEVELOPER/OWNER SHALL APPEND A NOTIFICATION TO EVERY NEW DEED IN THIS SUBDIVISION STATING THE NAME OF THE SUBDIVISION, THE INSTRUMENT NUMBER OF THE SUBDIVISION AND NAME OF EVERY STREET IN THE SUBDIVISION FOR WHICH A FUTURE INTERCONNECTION IS PROPOSED OR PLANNED.
    - 26.7. THE DEVELOPER/OWNER SHALL FURNISH A COPY OF THE RECORD PLAN DEPICTING THE STREET INTERCONNECTIONS TO EVERY HOMEBUYER IN THE SUBDIVISION
    - 26.8. ALL LOTS SHALL HAVE ACCESS FROM THE INTERNAL SUBDIVISION STREET. EACH LOT WILL BE PERMITTED TO HAVE ONLY ONE ACCESS POINT TO SERVE THE ENTIRE PARCEL. HORSESHOE DRIVEWAYS WILL NOT BE PERMITTED.
27. POSTAL BOXES SHALL BE INSTALLED IN ACCORDANCE WITH THE RULES AND REGULATIONS OF THE UNITED STATES POSTAL SERVICE.
28. THIS PROPERTY IS LOCATED IN THE VICINITY OF AN ESTABLISHED AGRICULTURAL PRESERVATION DISTRICT IN WHICH NORMAL AGRICULTURAL USES AND ACTIVITIES HAVE BEEN AFFORDED THE HIGHEST PRIORITY OF USE STATUS. IT CAN BE ANTICIPATED THAT SUCH AGRICULTURAL USES AND ACTIVITIES MAY NOW OR IN THE FUTURE INVOLVE NOISE, DUST, MANURE AND OTHER ODORS, THE USE OF AGRICULTURAL CHEMICALS AND NIGHTTIME FARM OPERATIONS. THE USE AND ENJOYMENT OF THIS PROPERTY IS EXPRESSLY CONDITIONED ON ACCEPTANCE OF ANY ANNOYANCE OR INCONVENIENCE WHICH MAY RESULT FROM SUCH NORMAL AGRICULTURAL USES AND ACTIVITIES.
29. THIS PROJECT LIES WITHIN THE SOUTHERN NEW CASTLE COUNTY TRANSPORTATION IMPROVEMENT DISTRICT ("SNCC-TID"). THE TRIP GENERATION BY THE PROPOSED DEVELOPMENT IS CONSISTENT WITH THE TRAFFIC ASSUMPTIONS UPON WHICH THE ROADWAY IMPROVEMENTS HAVE BEEN PLANNED FOR THE SNCC-TID AREA. AS A RESULT, NEW CASTLE COUNTY DEPARTMENT OF LAND USE, WITH INPUT FROM DELDOT, ISSUES A WAIVER OF THE REQUIREMENT FOR A TRAFFIC IMPACT STUDY (TIS).
30. THE DEVELOPER/OWNER, WINCHELSEA LLC, HAS ENTERED INTO A SOUTHERN NEW CASTLE COUNTY TRANSPORTATION IMPROVEMENT DISTRICT INFRASTRUCTURE RECOUPMENT AGREEMENT WITH NEW CASTLE COUNTY AND THE DELAWARE DEPARTMENT OF TRANSPORTATION, DATED AUGUST 22, 2014 AND OF RECORD IN THE OFFICE OF THE RECORDER OF DEEDS IN AND FOR NEW CASTLE COUNTY, STATE OF DELAWARE, INSTRUMENT NUMBER 20150320-0012692 WHEREBY THE DEVELOPER/OWNER WILL CONTRIBUTE AN EQUITABLE PORTION FOR VARIOUS ROAD, BICYCLE, PEDESTRIAN, TRANSIT AND INTERSECTION IMPROVEMENTS WITHIN THE SNCC-TID AREA BASED ON A PER UNIT BASIS. THE DEVELOPMENT CONTRIBUTION MAY BE IN THE FORM OF AN AGREED PORTION OF THE IMPROVEMENTS, A MONETARY CONTRIBUTION OR A COMBINATION OF BOTH.
31. THE ENTRANCE FROM THE WINCHELSEA PROJECT FROM JAMISON CORNER ROAD WAS DESIGNED BY DELDOT BASED ON THE PLANNED DEVELOPMENT FOR WINCHELSEA, AS PROVIDED ON THESE PLANS. THE ENTRANCE IMPROVEMENTS ARE EXISTING AND WERE CONSTRUCTED AS PART OF THE STATE OF THE DELAWARE DEPARTMENT OF TRANSPORTATION PROJECT 27-120-03, JAMISON CORNER ROAD FROM BOYD'S CORNER ROAD TO HYETT'S CORNER ROAD. NO OTHER CHANGES TO THE ENTRANCE ARE REQUIRED DUE TO RECORDATION OF THIS PLAN. ADDITIONALLY, THE REQUIRED RIGHT OF WAY ALONG JAMISON CORNER ROAD FOR PROJECT 27-120-03 WAS CONVEYED TO DELDOT PRIOR TO THIS PLAN BEING RECORDED. NO FURTHER RIGHT OF WAY DEDICATION ALONG JAMISON CORNER ROAD IS REQUIRED BY THIS PLAN.
32. THIS DEVELOPMENT IS AN AGE RESTRICTED COMMUNITY SUBJECT TO DIVISION 40.07.700 AND TABLE 40.04.110.A OF THE NEW CASTLE COUNTY CODE AND THE HOUSING FOR OLDER PERSONS ACT (HOPA) OF 1995 OF THE FEDERAL FAIR HOUSING ACT 42 U.S.C. 3601 ET. SEQ. AGE RESTRICTED UNITS SHALL CONTAIN ALL NECESSARY LIVING ARRANGEMENTS ON THE FIRST FLOOR.
33. THIS PLAN SUPERSEDES, IN PART, THE PLAN OF WINCHELSEA OPEN SPACE PLANNED SUBDIVISION DATED FEBRUARY 26, 2015 AND RECORDED ON MAY 14, 2015 IN THE RECORDED OF DEEDS IN AND FOR NEW CASTLE COUNTY, STATE OF DELAWARE, INSTRUMENT NO. 20150514-0022881, WHICH HAS SUNSET. THIS PLAN ALSO SUPERSEDES MF 1190B, WHICH SUBDIVIDED PARCELS FROM THE CURRENT SITE.
34. THE U.S. DEPARTMENT OF TRANSPORTATION, FEDERAL AVIATION ADMINISTRATION, SHALL HAVE THE RIGHT AND AUTHORITY TO IMPLEMENT SUCH RESTRICTIONS AND SAFEGUARDS ON THE PREMISES AS MAY BE REASONABLY NECESSARY TO PROTECT THE SAFETY AND WELFARE OF THE PUBLIC.
35. ARTESIAN WATER COMPANY, INC. HAS THE RIGHT OF ACCESS TO THE SITE FOR THE PURPOSES OF OPERATING, MAINTAINING, AND REPAIRING THE WATER SUPPLY LINES CONTAINED WITHIN THE UTILITY EASEMENTS SHOWN ON THIS PLAN.
36. A CONTRIBUTION SHALL BE MADE FOR ALL DWELLING UNITS THAT ARE NOT DESIGNATED AS MPDUS ON ALL TRADITIONAL NEIGHBORHOOD HOUSING PROGRAM PLANS. THE CONTRIBUTION SHALL BE TWELVE ($12.00) DOLLARS PER ONE THOUSAND ($1,000) DOLLARS OF PERMIT CONSTRUCTION VALUATION AND SHALL BE PAYABLE AT THE TIME OF ISSUANCE OF A CERTIFICATE OF OCCUPANCY. ALL MONIES SHALL BE DEPOSITED IN THE HOUSING TRUST FUND.
37. PURSUANT TO SECTION 40.07.510 OF THE UDC AND THAT CERTAIN MASTER DEVELOPMENT AGREEMENT RECORDED IN THE OFFICE OF THE RECORDER OF DEEDS IN AND FOR NEW CASTLE COUNTY, STATE OF DELAWARE IN INSTRUMENT NUMBER 20221025-0101755, TEN PERCENT (10%) OF THE 336 DWELLING UNITS CREATED BY THIS RECORD MAJOR LAND DEVELOPMENT PLAN, OR 34 DWELLING UNITS, SHALL BE MODERATELY PRICED DWELLING UNITS.
38. PURSUANT TO SECTION 40.07.541 OF THE UDC, A STAGING PLAN, DATED JANUARY 23, 2023, AS AMENDED, PREPARED BY BECKER MORGAN GROUP AND APPROVED BY THE NEW CASTLE COUNTY DEPARTMENT OF LAND USE, AS MAY BE AMENDED FROM TIME TO TIME ADMINISTRATIVELY PURSUANT TO SECTION 40.07.541.B OF THE UDC, IS HEREBY CONSIDERED A PART OF THIS RECORD MAJOR LAND DEVELOPMENT PLAN.
39. PURSUANT TO SECTION 40.07.542 OF THE UDC, OFF-SITE MODERATELY PRICED DWELLING UNITS MAY BE PROVIDED IN THE FUTURE. IF ANY SUCH OFF-SITE MODERATELY PRICED DWELLING UNITS ARE APPROVED PURSUANT TO SECTION 40.07.542 OF THE UDC, THE MASTER DEVELOPMENT AGREEMENT AND STAGING PLAN FOR THIS SUBDIVISION SHALL BE AMENDED.
40. PURSUANT TO SECTIONS 40.07.543 AND 40.07.540.B OF THE UDC, AND FURTHER SUBJECT TO THE AUTHORITY AND DISCRETION OF THE DEPARTMENT OF COMMUNITY SERVICES UNDER SECTION 40.07.543 C., THE ISSUANCE OF BUILDING PERMITS FOR MARKET RATE DWELLINGS SHALL BE STOPPED AT THE LEVELS AS SET FORTH BELOW:
    - 40.1. 25% PENDING THE ISSUANCE OF 25 PERCENT OF BUILDING PERMITS FOR MPDUS;
    - 40.2. 50% PENDING THE ISSUANCE OF CERTIFICATES OF OCCUPANCY FOR 25% OF THE MPDUS;
    - 40.3. 75% PENDING THE ISSUANCE OF CERTIFICATES OF OCCUPANCY FOR 50% OF THE MPDUS; AND,
    - 40.4. 90% PENDING THE ISSUANCE OF 100% OF BUILDING PERMITS FOR MPDUS.
41. THE ADDITIONAL PROVISIONS REGARDING MPDUS IN THE LANDSCAPE AND OPEN SPACE MANAGEMENT PLAN, PREPARED BY BECKER MORGAN GROUP INC. LAST DATED MARCH 30, 2023, OR AS MAY BE HEREAFTER AMENDED AND APPROVED IN WRITING BY THE DEPARTMENT OF COMMUNITY SERVICES ARE INCORPORATED BY REFERENCE.
42. PURSUANT TO SECTION 40.07.552.A.2 OF THE UDC, THE DEVELOPER/OWNER MAY DESIGNATE UP TO FIFTY (50%) PERCENT OF THE TOTAL MPDUS AS RENTAL.
43. PURSUANT TO SECTION 40.07.562 OF THE UDC, PRIOR TO THE CONVEYANCE OF A MODERATELY PRICED DWELLING UNIT, THE BUYER SHALL EXECUTE A BUYER'S AGREEMENT WITH NEW CASTLE COUNTY, ACKNOWLEDGING THE BUYER'S ACCEPTANCE AND UNDERSTANDING OF THE TERMS AND CONDITIONS OF OWNERSHIP SUBJECT TO THE TRADITIONAL NEIGHBORHOOD HOUSING PROGRAM.
44. PURSUANT TO SECTION 40.07.563 OF THE UDC, RESTRICTIONS TO ENSURE THE CONTINUED AFFORDABILITY OF MODERATELY PRICED DWELLING UNITS SHALL BE CONTAINED IN LEGALLY BINDING COVENANTS AND RESTRICTIONS RUNNING WITH THE MPDU PROPERTY. SAID COVENANTS AND RESTRICTIONS SHALL BE RECORDED ONLY AGAINST THE MPDU PROPERTY AND UPON APPROVAL BY NEW CASTLE COUNTY PRIOR TO THE CONVEYANCE OF AN MPDU PROPERTY.
45. PURSUANT TO SECTION 40.07.564 OF THE UDC, A WRITTEN AGREEMENT DELINEATING THE TERMS AND CONDITIONS OF THE SALE OR RENTAL SHALL BE REQUIRED FOR EVERY SALE OR RENTAL OF A MODERATELY PRICED DWELLING UNIT. UNLESS APPROVED IN WRITING BY NEW CASTLE COUNTY, EACH SALES OR RENTAL AGREEMENT SHALL REFERENCE THAT THE DWELLING UNIT IS A MODERATELY PRICED DWELLING UNIT AND SUBJECT TO THE AFFORDABILITY CONTROLS CONTAINED IN DIVISION 40.07.500 OF THE UDC. ALL SALES AND RENTAL AGREEMENTS FOR MODERATELY PRICED DWELLING UNITS SHALL BE FORWARDED TO THE DEPARTMENT OF COMMUNITY SERVICES WITHIN THIRTY (30) DAYS OF EXECUTION FOR AS LONG AS THE AFFORDABILITY PERIOD APPLIES TO THE MODERATELY PRICED DWELLING UNIT.
46. ALL PROPOSED LOTS THAT FRONT PRIVATE ALLEYWAYS SHALL TAKE ACCESS FROM SAID ALLEYWAYS.
47. ALL CLOSED CONVEYANCE SYSTEMS REQUIRE VIDEO INSPECTION, TO BE REVIEWED BY THE CONTRACTOR. ALL DEFICIENCIES IDENTIFIED BY THE VIDEOTAPING OF THE PROPOSED STORM SEWER SYSTEM SHALL BE CORRECTED OR REPAIRED BY THE CONTRACTOR BY ACCEPTABLE METHODS TO MEET DELDOT STANDARDS PRIOR TO SUBMISSION TO NCC AND TRANSFER TO THE MAINTENANCE CORPORATION THEREAFTER. THE SUBMISSION SHALL BE SIGNED AND SEALED BY A REGISTERED PROFESSIONAL ENGINEER IN THE STATE OF DELAWARE.
48. THE DEVELOPER SHALL HAVE ACCESS TO A PRIVATE LOT FOR A PERIOD OF AT LEAST ONE YEAR AFTER SAID LOT HAS BEEN SOLD FOR THE PURPOSE OF COMPLETING OVERALL SITE DRAINAGE AND/OR LANDSCAPING REQUIREMENTS.
49. A GEOTECHNICAL EVALUATION HAS BEEN PERFORMED TO APPROXIMATE THE SEASONAL HIGH WATER TABLE (SHWT) ELEVATION(S) AND NO LOTS REQUIRE FURTHER EVALUATION, AS IT PERTAINS TO THEIR LOWEST PROPOSED FLOOR ELEVATION PRIOR TO THE ISSUANCE OF A BUILDING PERMIT.
50. DOCUMENT ANY CONSTRUCTION LIMITATIONS BASED ON THE GEOTECHNICAL EVALUATION OF THE SHWT ELEVATION(S) PRIOR TO BUILDING PERMIT ISSUANCE. ALL STRUCTURES PROPOSED WITH LOWEST FLOOR WITHIN 3 FEET OF THE ESTIMATED SHWT SHALL BE WATERPROOFED (UDC 40.22.130); NO LOWEST FLOOR SHALL BE CONSTRUCTED WITHIN 2 FEET OF THE ESTIMATED SHWT (40.22.220).
51. THE OWNER/DEVELOPER SHALL PAY, TO NEW CASTLE COUNTY, FUNDS FOR RESIDENTIAL STORM WATER MANAGEMENT FACILITY MAINTENANCE AND INSPECTIONS PURSUANT TO SECTION 40.27.230 OF THE COUNTY CODE. THE FUNDS SHALL BE USED FOR THE COSTS ASSOCIATED WITH INSPECTIONS, LONG-TERM SEDIMENT CLEANOUT AND STRUCTURAL REPAIR AND RECONSTRUCTION OF STORM WATER MANAGEMENT FACILITIES. AN AMOUNT OF $200,000, AS DETERMINED BY THE DEPARTMENT OF PUBLIC WORKS, SHALL BE FUNDED UPON THE ISSUANCE OF SEVENTY-FIVE (75) PERCENT OF THE BUILDING PERMITS FOR THE LOTS IN THE SUBDIVISION, OR PHASE THEREOF. THE DEPARTMENT OF LAND USE SHALL WITHHOLD THE ISSUANCE OF ANY ADDITIONAL BUILDING PERMITS UNTIL THE DEPARTMENT OF LAND USE IS FURNISHED WITH SATISFACTORY WRITTEN PROOF THAT THE FUNDS HAVE BEEN PAID TO NEW CASTLE COUNTY IN ACCORDANCE WITH THE REQUIREMENTS.
52. PURSUANT TO UDC 40.27.220, THE DEVELOPER SHALL PLACE FUNDS IN AN INTEREST BEARING ESCROW ACCOUNT EQUIVALENT TO THE COST OF MAINTAINING THE PRIVATE OPEN SPACE, PRIVATE ALLEYS, AND COMMON FACILITIES FOR A TWO (2) YEAR PERIOD, PLUS 10% OF THE COST OF LANDSCAPING MATERIAL ACQUISITION AND INSTALLATION. THE AMOUNT SHALL BE $155,666.25 ($463.29 PER LOT OR $3,361.40 PER ACRE OF OPEN SPACE) AS SHOWN ON THIS PLAN OR SUBSEQUENT PLANS.
53. ALL ACTIVE RECREATION AREAS AND RECREATIONAL FACILITIES (CLUBHOUSES, PAVILIONS, ETC.) SHALL BE COMPLETED PRIOR TO THE ISSUANCE OF FIFTY (50) PERCENT OF THE TOTAL BUILDING PERMITS WITHIN THE SUBDIVISION.

PRIVATE STREET / ALLEY NOTES:

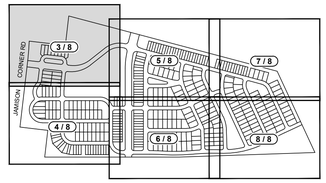
1. MAINTENANCE OF THE PRIVATE STREETS/ALLEYS SHOWN ON THE PLAN SHALL BE THE RESPONSIBILITY OF THE MAINTENANCE CORPORATION.
2. MAINTENANCE OF ALL STORM WATER SYSTEMS WITHIN PRIVATE STREETS/ALLEYS SHALL BE THE RESPONSIBILITY OF THE MAINTENANCE CORPORATION.
3. ALL PRIVATE STREETS/ALLEYS ARE TO BE CONSTRUCTED IN ACCORDANCE WITH THE MOST CURRENT DELDOT STANDARDS AND SPECIFICATIONS FOR ROADWAY DESIGN.
4. DRIVEWAYS TO A PRIVATE STREET/ALLEY SHALL MEET DELDOT STANDARDS.
5. A THIRD PARTY INSPECTOR IS REQUIRED TO BE RETAINED BY OWNER TO DOCUMENT THAT ALL PRIVATE STREETS/ALLEYS MEET DELDOT CONSTRUCTION SPECIFICATIONS. THIRD PARTY INSPECTOR SHALL PREPARE AND SUBMIT A REPORT TO DEPARTMENT OF LAND USE SUMMARIZING INSPECTIONS SIGNED AND SEALED BY A PROFESSIONAL ENGINEER REGISTERED IN STATE OF DELAWARE.
6. ALL PRIVATE STREET/ALLEY SIGNAGE REQUIRED FOR SAFE INGRESS AND EGRESS TO A LOT SHALL BE INSTALLED PRIOR TO THE CERTIFICATE OF OCCUPANCY BEING ISSUED FOR ANY BUILDING.
7. VIDEO VERIFYIING ALL STORM SEWERS ARE IN GOOD CONDITION SHALL BE SUBMITTED TO THE DEPARTMENT FOR REVIEW AND APPROVAL PRIOR TO THE ACCEPTANCE OF THE OPEN SPACE (RESIDENTIAL) OR ISSUANCE OF A CERTIFICATE OF OCCUPANCY OF BUILDINGS SERVICED BY THE STORM SEWER (MULTI-RESIDENTIAL).
8. THE DEVELOPER IS RESPONSIBLE FOR MAINTAINING THE STREETS/ALLEYWAYS UNTIL ACCEPTANCE AT OOPEN SPACE TURNOVER/RECORD COMPLIANCE INSPECTION.

DELDOT RECORD PLAN NOTES:

DELDOT ISSUED 3/21/2019

1. ALL ENTRANCES SHALL CONFORM TO THE DELAWARE DEPARTMENT OF TRANSPORTATION'S (DELDOT'S) CURRENT DEVELOPMENT COORDINATION MANUAL AND SHALL BE SUBJECT TO ITS APPROVAL.
2. NO LANDSCAPING SHALL BE ALLOWED WITHIN THE RIGHT-OF-WAY UNLESS THE PLANS ARE COMPLIANT WITH SECTION 3.7 OF THE DEVELOPMENT COORDINATION MANUAL.
3. SHRUBBERY, PLANTINGS, SIGNS AND/OR OTHER VISUAL BARRIERS THAT COULD OBSTRUCT THE SIGHT DISTANCE OF A DRIVER PREPARING TO ENTER THE ROADWAY ARE PROHIBITED WITHIN THE DEFINED DEPARTURE SIGHT TRIANGLE AREA ESTABLISHED ON THIS PLAN. IF THE ESTABLISHED DEPARTURE SIGHT TRIANGLE AREA IS OUTSIDE THE RIGHT-OF-WAY OR PROJECTS ONTO AN ADJACENT PROPERTY OWNER'S LAND, A SIGHT EASEMENT SHOULD BE ESTABLISHED AND RECORDED WITH ALL AFFECTED PROPERTY OWNERS TO MAINTAIN THE REQUIRED SIGHT DISTANCE.
4. UPON COMPLETION OF THE CONSTRUCTION OF THE SIDEWALK OR SHARED-USE PATH ACROSS THIS PROJECT'S FRONTAGE AND PHYSICAL CONNECTION TO ADJACENT EXISTING FACILITIES, THE DEVELOPER, THE PROPERTY OWNERS OR BOTH ASSOCIATED WITH THIS PROJECT, SHALL BE RESPONSIBLE TO REMOVE ANY EXISTING ROAD TIE-IN CONNECTIONS LOCATED ALONG ADJACENT PROPERTIES, AND RESTORE THE AREA TO GRASS. SUCH ACTIONS SHALL BE COMPLETED AT DELDOT'S DISCRETION, AND IN CONFORMANCE WITH DELDOT'S DEVELOPMENT COORDINATION MANUAL.
5. SUBDIVISION STREETS CONSTRUCTED WITHIN THE LIMITS OF THE RIGHT-OF-WAY DEDICATED TO PUBLIC USE SHOWN ON THIS PLAN ARE TO BE MAINTAINED BY THE DELAWARE DEPARTMENT OF TRANSPORTATION (DELDOT) FOLLOWING THE ACCEPTANCE OF THE STREETS. DELDOT ASSUMES NO MAINTENANCE RESPONSIBILITIES WITHIN THE DEDICATED STREET RIGHT-OF-WAY UNTIL THE STREETS HAVE BEEN ACCEPTED BY DELDOT.
6. THE SIDEWALK SHALL BE THE RESPONSIBILITY OF THE DEVELOPER, THE PROPERTY OWNERS OR BOTH WITHIN THIS SUBDIVISION. THE STATE OF DELAWARE ASSUMES NO RESPONSIBILITY FOR TH

KEY MAP - WINCHELSEA SUBDIVISION



SCALE: 1" = 1,000'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C1	39.27'	25.00'	N68° 43' 18"E	35.36'	25.00'
C2	133.52'	85.00'	N68° 43' 18"E	120.21'	85.00'
C3	133.52'	85.00'	S21° 16' 42"E	120.21'	85.00'
C4	39.27'	25.00'	S21° 16' 42"E	35.36'	25.00'
C5	284.71'	362.50'	S88° 46' 42"E	277.45'	150.15'
C6	299.10'	330.00'	S85° 18' 46"E	288.97'	160.71'
C25	76.64'	125.00'	N41° 17' 09"E	75.44'	39.57'
C26	39.27'	25.00'	N21° 16' 42"W	35.36'	25.00'
C27	39.27'	25.00'	N68° 43' 18"E	35.36'	25.00'
C28	39.27'	25.00'	S21° 16' 42"E	35.36'	25.00'
C29	118.27'	1025.00'	S20° 24' 58"W	118.20'	59.20'
C34	107.29'	175.00'	N41° 17' 09"E	105.62'	55.39'
C35	54.98'	35.00'	S21° 16' 42"E	49.50'	35.00'
C36	39.27'	25.00'	S68° 43' 18"W	35.36'	25.00'
C37	39.27'	25.00'	N21° 16' 42"W	35.36'	25.00'
C38	54.98'	35.00'	N68° 43' 18"E	49.50'	35.00'
C53	343.61'	437.50'	N88° 46' 42"W	334.85'	181.22'
C54	250.96'	270.00'	S84° 39' 02"E	242.02'	135.37'
C61	112.50'	975.00'	N20° 24' 58"E	112.43'	56.31'
C62	39.27'	25.00'	N68° 43' 18"E	35.36'	25.00'

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CHRISTOPHER D. CLINE LICENSE No. 16378 PROFESSIONAL ENGINEER

PROJECT TITLE

APPLICATION NO. 2020-0577-S/Z

WINCHELSEA SUBDIVISION

EXPLORATORY MAJOR LAND DEVELOPMENT PLAN

JAMISON CORNER ROAD
ST. GEORGES HUNDRED
NEW CASTLE COUNTY, DE

SHEET TITLE

MAJOR LAND DEVELOPMENT PLAN

0 25 50 100

SCALE: 1" = 50'

ISSUE	BLOCK	
12	05/02/23	REVISED PER AGENCY COMMENTS
11	03/31/23	REVISED PER AGENCY COMMENTS
10	01/23/23	REVISED PER AGENCY COMMENTS
9	10/26/22	REVISED PER AGENCY COMMENTS
8	09/01/22	REVISED PER AGENCY COMMENTS
7	07/07/22	REVISED PER AGENCY COMMENTS
6	04/08/22	REVISED PER AGENCY COMMENTS
5	02/03/22	REVISED PER AGENCY COMMENTS
4	12/08/21	REVISED PER COUNTY COMMENTS
3	11/12/21	REVISED PER AGENCY COMMENTS
2	07/23/21	AGENCY SUBMISSION
1	07/09/21	AGENCY SUBMISSION
MARK	DATE	DESCRIPTION

LAYER STATE: 3 OF 8

PROJECT NO.: 2019202.02
DATE: 08/16/2020
SCALE: 1" = 50'
DRAWN BY: T.D.G. | PROJ. MGR.: C.D.D.

SHEET
3 OF 8

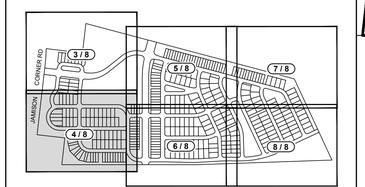
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R23-094

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C18	212.06'	175.00'	N38° 10' 29"W	199.32'	121.24'
C19	30.29'	25.00'	N38° 10' 29"W	28.47'	17.32'
C20	274.89'	175.00'	N27° 53' 21"W	247.49'	175.00'
C21	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C22	437.63'	180.00'	N3° 14' 19"W	337.53'	485.32'
C23	33.11'	25.00'	N28° 28' 15"E	30.74'	19.49'
C24	208.67'	175.00'	N24° 41' 23"E	196.53'	118.75'
C29	118.27'	1025.00'	S20° 24' 58"W	118.20'	59.20'
C30	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C32	33.11'	25.00'	N47° 24' 44"W	30.74'	19.49'
C33	149.05'	125.00'	N24° 41' 23"E	140.38'	84.82'
C40	39.27'	25.00'	S27° 53' 21"E	35.36'	25.00'
C41	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C42	408.41'	130.00'	N17° 06' 39"E	260.00'	INFINITY'
C43	196.35'	125.00'	S27° 53' 21"E	176.78'	125.00'
C44	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C45	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C46	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'
C49	39.27'	25.00'	S27° 53' 21"E	35.36'	25.00'
C50	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C51	196.35'	125.00'	N27° 53' 21"W	176.78'	125.00'
C52	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'
C58	30.29'	25.00'	S38° 10' 29"E	28.47'	17.32'
C59	212.06'	175.00'	N38° 10' 29"W	199.32'	121.24'
C60	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C61	112.50'	975.00'	N20° 24' 58"E	112.43'	56.31'
C65	196.35'	125.00'	N27° 53' 21"W	176.78'	125.00'
C66	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'

KEY MAP - WINCHELSEA SUBDIVISION



SCALE: 1" = 1,000'

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North Carolina
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910.341.7600

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CHRISTOPHER D. CARLSON LICENSE No. 16378 PROFESSIONAL ENGINEER

PROJECT TITLE

APPLICATION NO. 2020-0577-S/Z

WINCHELSEA SUBDIVISION

EXPLORATORY MAJOR LAND DEVELOPMENT PLAN

JAMISON CORNER ROAD
ST. GEORGES HUNDRED
NEW CASTLE COUNTY, DE

SHEET TITLE

MAJOR LAND DEVELOPMENT PLAN

0 25 50 100

SCALE: 1" = 50'

ISSUE	BLOCK	DESCRIPTION
12	05/02/23	REVISED PER AGENCY COMMENTS
11	03/31/23	REVISED PER AGENCY COMMENTS
10	01/23/23	REVISED PER AGENCY COMMENTS
9	10/26/22	REVISED PER AGENCY COMMENTS
8	09/01/22	REVISED PER AGENCY COMMENTS
7	07/07/22	REVISED PER AGENCY COMMENTS
6	04/08/22	REVISED PER AGENCY COMMENTS
5	02/03/22	REVISED PER AGENCY COMMENTS
4	12/08/21	REVISED PER COUNTY COMMENTS
3	11/12/21	REVISED PER AGENCY COMMENTS
2	07/23/21	AGENCY SUBMISSION
1	07/09/21	AGENCY SUBMISSION

LANDS STATE: 4 OF 8

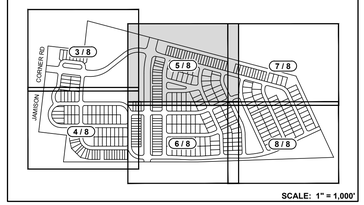
PROJECT NO.: 2019202.02
DATE: 08/16/2020
SCALE: 1" = 50'
DRAWN BY: T.D.G. PROJ. MGR.: C.D.D.

SHEET
4 OF 8

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KEY MAP - WINCHELSEA SUBDIVISION



SCALE: 1" = 1,000'

Curve Table

CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C6	299.10'	330.00'	S85° 18' 46"E	288.97'	160.71'
C7	61.91'	40.00'	N76° 18' 54"E	55.91'	39.09'
C8	58.85'	40.00'	S10° 10' 02"E	53.68'	36.20'
C54	250.96'	270.00'	S84° 39' 02"E	242.02'	135.37'
C55	68.97'	45.00'	S14° 06' 54"E	62.41'	43.32'
C56	231.30'	1045.00'	S23° 27' 06"W	230.83'	116.13'
C71	39.27'	25.00'	S13° 01' 21"E	35.36'	25.00'
C72	71.35'	275.00'	S24° 32' 39"W	71.15'	35.88'
C75	201.36'	955.00'	N23° 09' 04"E	200.99'	101.06'
C76	68.39'	45.00'	N72° 43' 45"E	61.99'	42.76'
C77	39.27'	25.00'	S13° 01' 21"E	35.36'	25.00'
C78	172.47'	485.00'	S21° 47' 25"W	171.56'	87.15'
C79	39.11'	25.00'	S56° 25' 24"W	35.24'	24.84'
C80	46.68'	129.00'	N68° 23' 22"W	46.43'	23.60'
C81	32.78'	25.00'	N20° 27' 21"W	30.48'	19.23'
C82	55.79'	215.00'	N24° 32' 39"E	55.63'	28.05'
C83	39.27'	25.00'	N76° 58' 39"E	35.36'	25.00'
C84	13.30'	5.00'	S18° 11' 34"W	9.71'	20.38'
C85	60.08'	271.00'	N79° 14' 26"W	59.96'	30.16'
C86	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'

Curve Table

CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C87	45.76'	25.00'	N69° 32' 39"E	39.63'	32.50'
C88	71.17'	321.00'	S79° 14' 26"E	71.02'	35.73'
C89	36.67'	25.00'	S43° 34' 00"E	33.47'	22.53'
C90	52.78'	485.00'	S4° 39' 33"E	52.76'	26.42'
C94	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'
C109	39.27'	25.00'	S13° 01' 21"E	35.36'	25.00'
C110	121.42'	175.00'	S12° 06' 01"W	119.00'	63.27'
C113	301.82'	435.00'	N12° 06' 01"E	295.80'	157.27'
C114	39.27'	25.00'	N76° 58' 39"E	35.36'	25.00'
C115	211.62'	305.00'	S12° 06' 01"W	207.40'	110.27'
C125	39.27'	25.00'	S13° 01' 21"E	35.36'	25.00'
C126	163.42'	485.00'	S22° 19' 29"W	162.64'	82.49'
C127	36.81'	25.00'	S54° 51' 32"W	33.58'	22.66'
C128	45.27'	175.00'	S89° 38' 04"W	45.15'	22.76'
C129	39.27'	25.00'	N52° 46' 37"W	35.36'	25.00'
C130	86.73'	125.00'	N12° 06' 01"E	85.00'	45.19'
C131	39.27'	25.00'	N76° 58' 39"E	35.36'	25.00'
C150	301.82'	435.00'	N12° 06' 01"E	295.80'	157.27'
C151	39.27'	25.00'	N76° 58' 39"E	35.36'	25.00'

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ST. GEORGES HUNDRED
NEW CASTLE COUNTY, DE

SHEET TITLE

MAJOR LAND DEVELOPMENT PLAN

0 25 50 100

SCALE: 1" = 50'

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1	07/09/21	AGENCY SUBMISSION
MARK	DATE	DESCRIPTION

LAYER/STATE: 5 OF 8

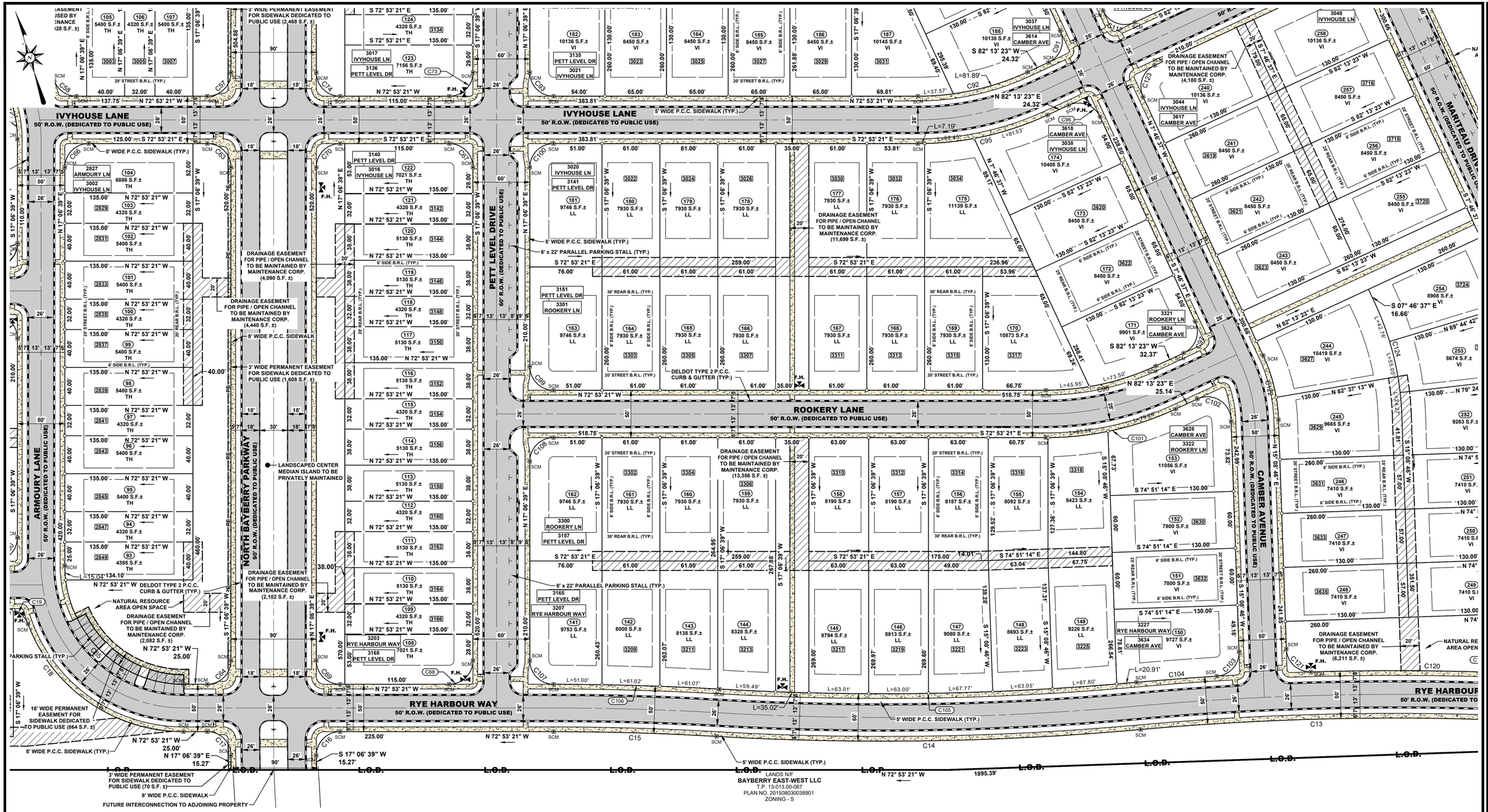
PROJECT NO.:	2019202.02
DATE:	08/16/2020
SCALE:	1" = 50'
DRAWN BY: T.D.G.	PROJ. MGR.: C.D.D.

SHEET

5 OF 8

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Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C13	370.63'	2975.00'	N74° 29' 12"W	370.39'	185.56'
C14	447.44'	3025.00'	N73° 49' 06"W	447.03'	224.13'
C15	171.79'	2975.00'	N71° 14' 06"W	171.76'	85.92'
C16	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C17	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C18	212.06'	175.00'	N38° 10' 29"W	199.32'	121.24'
C57	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C73	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C74	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C85	60.08'	271.00'	N79° 14' 26"W	59.96'	30.16'
C86	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C88	71.17'	321.00'	S79° 14' 26"E	71.02'	35.73'
C89	36.67'	25.00'	S43° 34' 00"E	33.47'	22.53'
C90	52.78'	485.00'	S4° 39' 33"E	52.76'	26.42'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C98	119.45'	275.00'	N85° 19' 59"W	118.52'	60.68'
C99	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C100	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'
C102	48.84'	25.00'	S41° 48' 50"E	41.43'	37.01'
C103	38.57'	25.00'	S59° 20' 57"W	34.86'	24.31'
C104	84.89'	3025.00'	N77° 15' 06"W	84.89'	42.45'
C105	440.05'	2975.00'	N73° 49' 06"W	439.65'	220.43'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C116	39.27'	25.00'	S52° 46' 37"E	35.36'	25.00'
C117	174.04'	435.00'	S3° 41' 04"W	172.88'	88.20'
C118	40.66'	25.00'	S61° 44' 11"W	36.32'	26.43'
C119	16.15'	1225.00'	N71° 17' 44"W	16.15'	8.08'
C121	39.15'	25.00'	N29° 42' 41"W	35.27'	24.88'
C122	70.01'	175.00'	S3° 41' 04"W	69.55'	35.48'
C123	39.27'	25.00'	N37° 13' 23"E	35.36'	25.00'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C63	39.27'	25.00'	S27° 53' 21"E	35.36'	25.00'
C64	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C65	196.35'	125.00'	N27° 53' 21"W	176.78'	125.00'
C67	39.27'	25.00'	S27° 53' 21"E	35.36'	25.00'
C68	39.27'	25.00'	S62° 06' 39"W	35.36'	25.00'
C69	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C70	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'

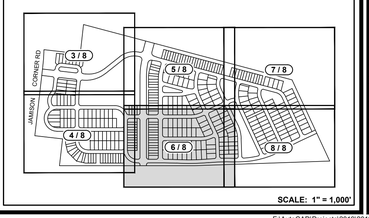
Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C91	39.27'	25.00'	S37° 13' 23"W	35.36'	25.00'
C92	119.45'	275.00'	S85° 19' 59"E	118.52'	60.68'
C93	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C94	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'
C95	141.17'	325.23'	S85° 19' 59"E	140.06'	71.71'
C96	39.27'	25.00'	S52° 46' 37"E	35.36'	25.00'
C97	39.27'	25.00'	S37° 13' 23"W	35.36'	25.00'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C106	174.67'	3025.00'	N71° 14' 06"W	174.65'	87.36'
C107	39.27'	25.00'	N27° 53' 21"W	35.36'	25.00'
C108	39.27'	25.00'	N62° 06' 39"E	35.36'	25.00'
C111	39.27'	25.00'	S37° 13' 23"W	35.36'	25.00'
C112	39.27'	25.00'	N52° 46' 37"W	35.36'	25.00'
C113	301.82'	435.00'	N12° 06' 01"E	295.80'	157.27'
C115	211.62'	305.00'	S12° 06' 01"W	207.40'	110.27'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C124	122.03'	305.00'	S3° 41' 04"W	121.21'	61.84'
C126	163.42'	485.00'	S22° 19' 29"W	162.64'	82.49'
C127	36.81'	25.00'	S54° 51' 32"W	33.58'	22.66'
C129	39.27'	25.00'	N52° 46' 37"W	35.36'	25.00'
C133	32.34'	125.00'	N89° 38' 04"E	32.25'	16.26'
C135	36.81'	25.00'	S40° 46' 02"E	33.58'	22.66'
C136	77.85'	485.00'	S3° 10' 43"E	77.76'	39.01'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C140	39.97'	25.00'	N30° 39' 07"W	35.84'	25.71'
C142	194.04'	485.00'	N3° 41' 04"E	192.75'	98.34'
C144	39.27'	25.00'	N37° 13' 23"E	35.36'	25.00'

KEY MAP - WINCHELSEA SUBDIVISION



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CHRISTOPHER D. DUNN — LICENSE — No. 16378 — DELAWARE PROFESSIONAL ENGINEER

PROJECT TITLE

APPLICATION NO. 2020-0577-S/Z

WINCHELSEA SUBDIVISION

EXPLORATORY MAJOR LAND DEVELOPMENT PLAN

JAMISON CORNER ROAD
ST. GEORGES HUNDRED
NEW CASTLE COUNTY, DE

SHEET TITLE

MAJOR LAND DEVELOPMENT PLAN

SCALE: 1" = 50'

ISSUE	BLOCK	
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MARK	DATE	DESCRIPTION

LAYER STATE: 8 OF 8

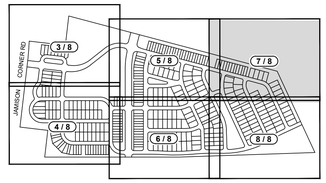
PROJECT NO.: 2019202.02
DATE: 08/16/2020
SCALE: 1" = 50'
DRAWN BY: T.D.G. | PROJ. MGR.: C.D.D.

SHEET

6 OF 8

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KEY MAP - WINCHELSEA SUBDIVISION



SCALE: 1" = 1,000'

Curve Table

CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C9	153.47'	175.00'	S32° 53' 59"E	148.60'	82.06'
C145	39.27'	25.00'	S13° 01' 21"E	35.36'	25.00'
C146	121.42'	175.00'	S12° 06' 01"W	119.00'	63.27'
C150	301.82'	435.00'	N12° 06' 01"E	295.80'	157.27'
C151	39.27'	25.00'	N76° 58' 39"E	35.36'	25.00'
C152	211.62'	305.00'	S12° 06' 01"W	207.40'	110.27'
C153	109.62'	125.00'	S32° 53' 59"E	106.14'	58.61'
C157	86.73'	125.00'	N12° 06' 01"E	85.00'	45.19'
C158	39.27'	25.00'	N76° 58' 39"E	35.36'	25.00'

LANDS N/F
VILLAGE OF BAYBERRY NORTH MAINTENANCE CORPORATION
T.P. 13-013.12-001
PLAN NO. 201004200019022
ZONING - S

VILLAGE OF BAYBERRY NORTH
PLAN NO. 201004200019022

DRAINAGE EASEMENT FOR PIPE / OPEN CHANNEL TO BE MAINTAINED BY MAINTENANCE CORP. (10,960 S.F. ±)

LANDS N/F
VILLAGE OF BAYBERRY NORTH MAINTENANCE CORPORATION
T.P. 13-013.12-001
PLAN NO. 201004200019022
ZONING - S

WINCHELSEA PARKWAY
50' R.O.W. (DEDICATED TO PUBLIC USE)

STRAND HILL DRIVE
50' R.O.W. (DEDICATED TO PUBLIC USE)

LANDGATE DRIVE
60' R.O.W. (DEDICATED TO PUBLIC USE)

WINCHELSEA
60' R.O.W. (DEDICATE

5' WIDE P.C.C. SIDEWALK (TYP.)
WIDE P.C.C. SIDEWALK (TYP.)
DELDOT TYPE 2 P.C.C. CURB & GUTTER (TYP.)

16' WIDE PERMANENT EASEMENT FOR SIDEWALK DEDICATED TO PUBLIC USE (901 S.F. ±)
16' WIDE PERMANENT EASEMENT FOR SIDEWALK DEDICATED TO PUBLIC USE (613 S.F. ±)

COMMUNITY AREA OPEN SPACE (1.16 AC ±)
NATURAL RESOURCE AREA OPEN SPACE

DRAINAGE EASEMENT FOR PIPE / OPEN CHANNEL TO BE MAINTAINED BY MAINTENANCE CORP. (10,475 S.F. ±)
DRAINAGE EASEMENT FOR PIPE TO BE MAINTAINED BY DELDOT (5,245 S.F. ±)
DRAINAGE EASEMENT FOR PIPE TO BE MAINTAINED BY MAINTENANCE CORP. (5,245 S.F. ±)
DRAINAGE EASEMENT FOR PIPE TO BE MAINTAINED BY DELDOT (1,067 S.F. ±)
DRAINAGE EASEMENT FOR PIPE / OPEN CHANNEL TO BE MAINTAINED BY MAINTENANCE CORP. (9,383 S.F. ±)

3900 LANDGATE DR
3920 WINCHELSEA PKWY

8' x 22' PARALLEL PARKING STALL (TYP.)

LANDS N/F
VILLAGE OF BAYBERRY NORTH MAINTENANCE CORPORATION
T.P. 13-013.12-001
PLAN NO. 201004200019022
ZONING - S

VILLAGE OF BAYBERRY NORTH
PLAN NO. 201004200019022

0 25 50 100

SCALE: 1" = 50'

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PROJECT TITLE

APPLICATION NO. 2020-0577-S/Z

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JAMISON CORNER ROAD
ST. GEORGES HUNDRED
NEW CASTLE COUNTY, DE

SHEET TITLE

MAJOR LAND DEVELOPMENT PLAN

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LAYER/STATE: 7 OF 8

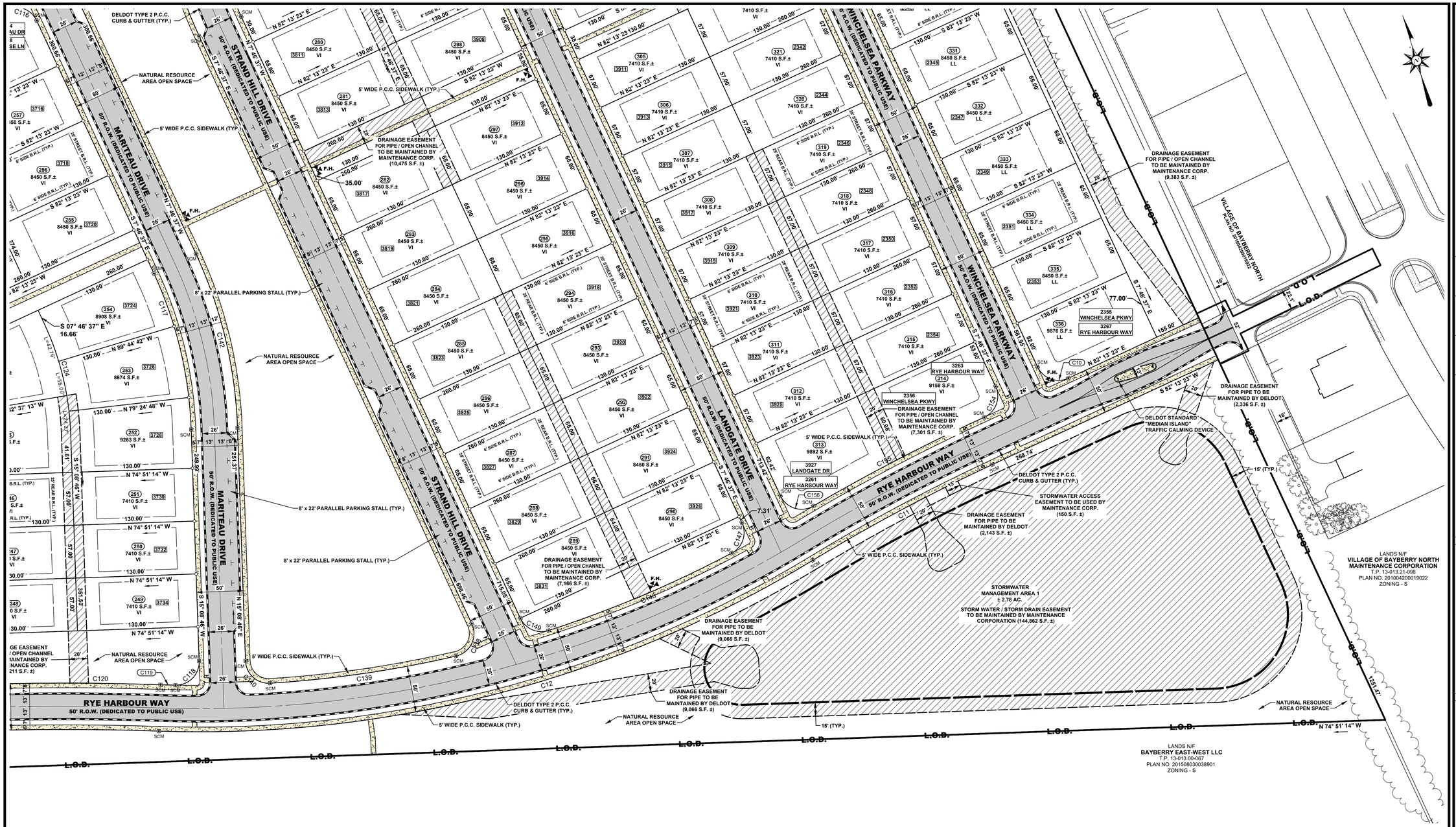
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SHEET
7 OF 8

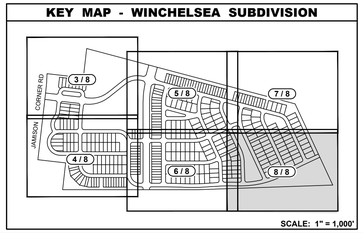
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R23-094



KEY MAP - WINCHELSEA SUBDIVISION



SCALE: 1" = 1,000'

Curve Table					
CURVE	LENGTH	RADIUS	CHD. BEARING	CHD. LENGTH	TANGENT
C9	153.47'	175.00'	S32° 53' 59"E	148.60'	82.06'
C10	39.27'	25.00'	S52° 46' 37"E	35.36'	25.00'
C11	219.22'	1975.00'	S79° 02' 35"W	219.11'	109.72'
C12	739.22'	1275.00'	N87° 31' 38"W	728.91'	380.32'
C118	40.66'	25.00'	S61° 44' 11"W	36.32'	26.43'
C138	44.44'	25.00'	S43° 08' 39"W	38.81'	30.79'
C139	202.80'	1225.00'	N81° 11' 32"W	202.56'	101.63'
C140	39.97'	25.00'	N30° 39' 07"W	35.84'	25.71'
C146	121.42'	175.00'	S12° 06' 01"W	119.00'	63.27'
C147	37.94'	25.00'	S35° 42' 02"W	34.40'	23.71'
C149	36.22'	25.00'	N49° 16' 36"W	33.13'	22.12'
C150	301.82'	435.00'	N12° 06' 01"E	295.80'	157.27'
C152	211.62'	305.00'	S12° 06' 01"W	207.40'	110.27'
C153	109.62'	125.00'	S32° 53' 59"E	106.14'	58.61'
C154	39.27'	25.00'	S37° 13' 23"W	35.36'	25.00'
C155	194.16'	2025.00'	S79° 28' 34"W	194.09'	97.16'
C156	41.67'	25.00'	N55° 31' 26"W	37.01'	27.52'
C157	86.73'	125.00'	N12° 06' 01"E	85.00'	45.19'

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PROJECT TITLE

APPLICATION NO. 2020-0577-S/Z

WINCHELSEA SUBDIVISION

EXPLORATORY MAJOR LAND DEVELOPMENT PLAN

JAMISON CORNER ROAD
ST. GEORGES HUNDRED
NEW CASTLE COUNTY, DE

SHEET TITLE

MAJOR LAND DEVELOPMENT PLAN

0 25 50 100

SCALE: 1" = 50'

ISSUE BLOCK		
12	05/02/23	REVISED PER AGENCY COMMENTS
11	03/31/23	REVISED PER AGENCY COMMENTS
10	01/23/23	REVISED PER AGENCY COMMENTS
9	10/26/22	REVISED PER AGENCY COMMENTS
8	09/01/22	REVISED PER AGENCY COMMENTS
7	07/07/22	REVISED PER AGENCY COMMENTS
6	04/08/22	REVISED PER AGENCY COMMENTS
5	02/03/22	REVISED PER AGENCY COMMENTS
4	12/08/21	REVISED PER COUNTY COMMENTS
3	11/12/21	REVISED PER AGENCY COMMENTS
2	07/23/21	AGENCY SUBMISSION
1	07/09/21	AGENCY SUBMISSION
MARK	DATE	DESCRIPTION

LAYER STATE: 8 OF 8

PROJECT NO.: 2019202.02
DATE: 08/16/2020
SCALE: 1" = 50'
DRAWN BY: **T.D.G.** PROJ. MGR.: **C.D.D.**

SHEET

8 OF 8

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Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: April 11, 2023

RESOLUTION NO. 23-070

ADOPTING THE NEW CASTLE COUNTY CAPITAL PROGRAM FOR FISCAL YEAR 2024 THROUGH 2029

WHEREAS, the projects listed on Exhibit "A" are submitted for continuance in accordance with Key Financial Policy (KFP) #1 and accordingly are included in the Fiscal Year 2024 Capital Program; and

WHEREAS, the projects listed on Exhibit "B" will sunset in accordance with KFP #1 on June 30, 2023. All such projects will no longer be active projects and accordingly are deleted from the Fiscal Year 2024 Capital Program.

NOW, THEREFORE, BE IT RESOLVED by and for the County Council of New Castle County that County Council hereby approves the Capital Program for New Castle County for the Fiscal Years 2024 through 2029, beginning July 1, 2023, per the attached capital program and budget book consisting of Pages 1 through 165 and entitled "New Castle County Capital Program and Budget: Fiscal Year 2024-2029."

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

SYNOPSIS: This Resolution adopts a six-year capital program for the fiscal period beginning July 1, 2023.

FISCAL NOTE: This Resolution would approve the Capital Program of New Castle County for the six fiscal years from July 1, 2023 through June 30, 2029 as required by the State Code. The "New Castle County Capital Program and Budget – Fiscal Year 2024-2029 – Approved" provides detail for these projects and projects previously authorized.

Additionally, this Resolution would sunset 4 projects with no anticipated savings. These projects will no longer be active projects and accordingly are deleted from the Fiscal Year 2024 Capital Program.

The Capital Program for FY2024 through FY2029 as submitted indicates that planned capital uses/sources of funds for the years FY2024 through FY2029 would be:

USES:	FY2024	$ 75,578,163	**SOURCES:**	Bonds	$265,151,724
	FY2025	$ 41,800,284		State	$ 13,700,000
	FY2026	$ 73,521,802		General	$ 60,507,147
	FY2027	$ 61,863,370		Sewer	$ 27,116,132
	FY2028	$ 49,424.745		Other	$ 2,108,120
	FY2029	$ 66,394,759			
	TOTAL	**$368,583,123**		**TOTAL**	**$368,583,123**

EXHIBIT "A"
NEW CASTLE COUNTY
Projects for Continuance
Fiscal Year 2024

PROJECT	PROJECT NUMBER
COUNTY EXECUTIVE	
Executive GF Capital Contingency	C118933
DEPARTMENT OF ADMINISTRATION	
Human Resources Scanning	C122205
Information Systems Expansion II	C121606
Reassessment 2024	C122101
Recorder of Deeds HOA Portal	C122202
Register of Wills System	C122203
DEPARTMENT OF COMMUNITY SERVICES	
Appoquinimink Library	C400329
Claymont Library	C400905
Surratte Pool Renovations II	C402004
DEPARTMENT OF PUBLIC SAFETY	
800 MgHZ Communication Equipment	C209229
Communications Upgrade	C201108
EMS Realignment and Building	C202201
EMS Stations	C200710
Police Range / EVOC	C201306
Public Safety Building Renovations	C201505
Public Safety Equipment	C201607
Public Safety Vest Protection Program	C201509

EXHIBIT "A"
NEW CASTLE COUNTY
Projects for Continuance
Fiscal Year 2024

PROJECT	PROJECT NUMBER
DEPARTMENT OF PUBLIC WORKS	
Facilities/Equipment	
Army Creek Landfill Upgrade	C300126
Brandywine Library HVAC Upgrade	C302107
Building Rehabilitation	C300401
Building Rehabilitation 2021	C302103
City/County Building Rehabilitation	C301401
Fleet Equipment 2021	C302102
Fleet Equipment 2022	C302203
Garage Renovations	C301601
General Paving	C309808
General Roof Renovations	C309909
Government Center Electrical Upgrade	C302105
Government Center Parking Lot	C300711
Hazardous Substances and Asbestos Abatement	C309035
Inspection of Tanks Environmental Control	C308919
PAL Building Rehabilitation	C301713
Security 2021	C302104
Vehicle Lift System	C301204
Parks	
Agricultural Preservation	C300330
Banning Park Improvements	C302202
Brandywine Springs Park Rehabilitation	C300115
Carousel Park	C301408
Delcastle Park Improvements	C302110
District Park #5	C300117
Game Court Improvements	C300510
Game Court Improvements 2021	C302108
General Parkland Improvements	C300509
General Parkland Improvements 2021	C302101
Glasgow Regional Park	C309916
Greenway Systems	C300515
Historic Structure Rehabilitation	C301701
Jester Walking Path	C301608

EXHIBIT "A"
NEW CASTLE COUNTY
Projects for Continuance
Fiscal Year 2024

PROJECT	PROJECT NUMBER
DEPARTMENT OF PUBLIC WORKS *(Continued)*	
Parks *(Continued)*	
Maintenance Base Renovations	C309809
Middle Run Valley Bicycle Skills Area	C301403
Middle Run Valley Reforestation	C301402
Open Space Preservation	C302201
Parkland Acquisition	C300331
Pavilion Renovations	C309815
Play Area Improvements 2021	C302109
Rockwood Park	C301409
Route 9 TAP Bicycle/Pedestrian Improvements	C302002
Southern Regional Park	C300336
Sports Lighting	C300121
Sewer/Stormwater	
Airport Road System Rehabilitation	C301702
Asset Management	C300220
Backwater Valve Improvement	C300101
Brandywine Hundred South Rehab Phase I	C300218
Brandywine Interceptor Renovation	C301603
Christiana Pump Station Upgrade	C300615
Christina River Force Main	C300705
Countywide Drainage Problems	C300413
Delaware City Industrial Sewer Expansion	C301716
Delaware City System Rehabilitation	C301705
Delaware City Treatment Plant Rehabilitation	C300004
DelDOT Coordination Project II	C301303
DelDOT Coordination Project 2021	C302112
Edgemoor System Rehabilitation	C301708
Electrical Power Distribution Upgrade	C300616
General Sewer Improvements	C300622
General Stormwater Improvements 2021	C302115
Glasgow Area Sewer Improvements	C301102
Holloway Terrace Outfall	C301801
Kirkwood Trunkline Interceptor	C301004
Lea Eara Farms Treatment Plant Closure	C301712

EXHIBIT "A"
NEW CASTLE COUNTY
Projects for Continuance
Fiscal Year 2024

PROJECT	PROJECT NUMBER
DEPARTMENT OF PUBLIC WORKS *(Continued)*	
Sewer/Stormwater *(Continued)*	
Market Street System Rehabilitation	C301703
North Delaware Interceptor System	C300612
Port Penn System Rehabilitation	C301709
Public Works Complex	C300107
Pump Station Rehabilitation	C300106
Pump Station Rehabilitation 2021	C302114
Pump Station Rehabiliation 2022-2023	C302214
Richardson Park Pump Station Upgrade	C300618
Richardson Park System Rehabilitation	C301704
Septage Receiving Station Upgrade	C300708
Sewer Fleet Equipment 2021	C302113
Sewer Fleet Equipment 2022	C302213
Sewer Repairs and Rehabilitation II	C301304
Sewer Repairs and Rehabilitation 2021	C302111
Sewer Repairs and Rehabilitation 2022-2023	C302211
Sewer System Expansion	C302003
Southern Sewer Service Area	C309603
SR 72 Sewer Extension	C301902
Stoney Creek Basin Rehabilitation	C301604
Stormwater Basin Renovation II	C301305
Terminal Avenue System Rehabilitation	C301707
Turkey Run Interceptor Rehabilitation	C300224
Water Farm 1 System Rehabilitation	C301714
Water Quality Improvement Plans	C301903
White Clay System Rehabilitation	C301710
Wilmington System Rehabilitation	C301711

EXHIBIT "B"
NEW CASTLE COUNTY
Projects to Sunset Fiscal Year End 2023

DEPARTMENT OF PUBLIC WORKS

C122207	Cyber Security	Complete
C122210	Technology Enhancements 2022	Complete
C401205	Route 9 Community Library	Complete
C300005	Brandywine Hundred North Rehab Phase I	Complete

Introduced by: Mr. Sheldon
Date of introduction: May 9, 2023

ORDINANCE NO. 23-054

APPROPRIATE $190,000 FROM THE GARSTIN TRUST PORTFOLIO TO THE GARSTIN TRUST FUND IN ORDER TO FUND PARK MAINTENANCE FOR FISCAL YEAR 2024, TO BE ADMINISTERED BY THE DEPARTMENT OF PUBLIC WORKS

WHEREAS, Geoffrey Smith Garstin was a prominent and successful employee of the Dupont Company; and

WHEREAS, Mr. Garstin and his wife, Ann Nields Garstin, were civic-minded citizens especially devoted to the parks of New Castle County; and

WHEREAS, Mr. and Mrs. Garstin established in their wills a residuary trust, a portion of which was to be given to New Castle County free from trust as a memorial to Mr. and Mrs. Garstin, with the income from this endowment to be used for the care, maintenance, and upkeep of parks under New Castle County jurisdiction; and

WHEREAS, the Garstin Trust portfolio has a balance of $3,454,100.50 as of March 31, 2023; and

WHEREAS, Council has determined that the provisions of this Ordinance substantially advance, and are reasonably and rationally related to, legitimate government interests (i.e., promoting the health, safety, morals, convenience, order prosperity and/or welfare of the present and future inhabitants of this State).

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Garstin Trust Fund is hereby amended by adding the material underscored and deleting the material bracketed and stricken on the attached Exhibit "A."

Section 2. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 Del. C. § 1156.

Section 3. The provisions of this Ordinance shall become effective on July 1, 2023.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: Appropriate $190,000 from the Garstin Trust portfolio to the Garstin Trust Fund to fund park maintenance for Fiscal Year 2024, to be administered by the Department of Public Works. The provisions in this Ordinance shall become effective July 1, 2023.

FISCAL NOTE: This Ordinance, if approved, would amend the Garstin Trust Fund by appropriating funding for FY2024 as follows:

Increase Materials and Supplies	70,000
Increase Contractual Services	120,000
TOTAL	**$190,000**

This appropriation is administered by the Department of Public Works.

Mr. and Mrs. Garstin established in their wills a residuary trust, a portion of which was given to New Castle County free from trust for the care, maintenance, and upkeep of parks under New Castle County jurisdiction. As of March 31, 2023, the balance of the endowment account was $3,454,100.50.

The fiscal impact of this Ordinance, if approved, would be an increase in the authorized spending authority of the Garstin Trust Fund by $190,000.

DEPARTMENT: Public Works

EXHIBIT "A"

PROGRAM TITLE Garstin Trust Fund

Ordinance No. 23-054
Garstin Trust Portfolio: $[~~5,370,000~~] 5,560,000

Object Level	Federal		County		Program Income		Other		Total	
	Initial	*Revised*	*Initial*	*Revised*	*Initial*	*Revised*	*Initial*	*Revised*	*Initial*	*Revised*
1000										
1500										
2000										
3000										
4000							~~[1,125,000]~~	1,195,000	~~[1,125,000]~~	1,195,000
5000							~~[4,245,000]~~	4,365,000	~~[4,245,000]~~	4,365,000
6000										
7000										
8000										
9000										
Total:							~~[5,370,000]~~	5,560,000	~~[5,370,000]~~	5,560,000

Supplemental Information

Estimated Program Initiation 7/1/2005

Estimated Program Completion ongoing

In-Kind Match -0-

Found in

Code #

Ordinance Passed: 05-042, 06-088**,** 07-083, 08-065, 09-039, 10-058, 11-058, 12-066, 13-041, 14-055, 15-065, 16-060, 17-020, 18-046, 19-040, 20-042, 21-060, 22-056

Date Revised: 05/10/2005**,** 08/22/2006, 06/26/2007, 05/27/2008, 06/23/2009, 05/25/2010, 06/14/2011 06/12/2012, 5/31/2013, 6/17/2014, 6/23/2015, 06/29/2016 04/11/2017, 5/22/2018, 4/30/2019, 4/28/2020, 4/13/2021, 5/24/2022

PROGRAM DESCRIPTION:

The Garstin Trust Fund provides for the care, maintenance, and upkeep of New Castle County parks.

[~~5/10/2022~~] 5/9/2023

Introduced by: Mr. Sheldon, Ms. Durham
Date of introduction: May 9, 2023

ORDINANCE NO. 23-055

AMEND THE FY2023 CAPITAL PROGRAM AND BUDGET: APPROPRIATE $55,340 IN FUNDING RECEIVED FROM THE STATE OF DELAWARE FISCAL YEAR 2023 BOND AND CAPITAL IMPROVEMENTS ACT TO THE DEPARTMENT OF PUBLIC WORKS, JESTER WALKING PATH CAPITAL PROJECT

WHEREAS, the Department of Public Works has received documentation certifying that the State of Delaware Fiscal Year 2023 Bond and Capital Improvements Act (151st General Assembly, House Bill 475, signed into law June 30, 2022) has appropriated $55,340 to New Castle County from the State of Delaware, Department of Transportation (DelDOT) through the Community Transportation Fund (CTF); and

WHEREAS, the funding is for improvements on Justin Lane from Hanby Elementary to Jester Park.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. The Capital Budget Ordinance for the fiscal year beginning July 1, 2022 is hereby amended by deleting the material that is stricken and adding the material that is underscored on the attached Exhibit "A."

Section 2. The Capital Program Resolution for the fiscal year beginning July 1, 2022 is hereby amended by adding the material on the attached Exhibit "B," which shall be considered underscored in its entirety.

Section 3. State funding in the amount of $55,340 is appropriated to the Department of Public Works, Jester Walking Path Capital Project for improvements on Justin Lane from Hanby Elementary to Jester Park.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided in 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will appropriate $55,340 in funding received from the State of Delaware Fiscal Year 2023 Bond and Capital Improvements Act (151st General Assembly, House Bill 475, signed into law June 30, 2022) to the Jester Walking Path Capital Project for improvements on Justin Lane from Hanby Elementary to Jester Park.

FISCAL NOTE: This Ordinance, if approved, will amend the FY2023 Capital Budget by appropriating $55,340 in funding received from the State of Delaware Fiscal Year 2023 Bond and Capital Improvements Act (151st General Assembly, House Bill 475, signed into law June 30, 2022) to the Jester Walking Path Capital Project.

The revised FY2023 Capital Budget amount for the Jester Walking Path Capital Project will be $380,340.

The revised FY2023 New Castle County Capital Budget grand total will be $56,471,591.

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2023

DEPARTMENT OF ADMINISTRATION		
Human Resources Scanning	$	200,000
Information Systems Expansion II		1,075,000
Reassessment 2024	$	7,000,000
Recorder of Deeds HOA Portal		31,500
Subtotal	$	8,306,500
DEPARTMENT OF COUNTY EXECUTIVE		
Executive SF Capital Contingency	$	500,000
Subtotal	$	500,000
DEPARTMENT OF COMMUNITY SERVICES		
Claymont Library	$	(755,992)
Newark Library	$	17,000,000
Subtotal	$	16,244,008
DEPARTMENT OF PUBLIC SAFETY		
Cardiac Monitors 2023	$	472,000
Police Range / EVOC		4,999,670
Public Safety Equipment		416,000
Public Safety Vest Protection Program		235,061
Subtotal	$	6,122,731
DEPARTMENT OF PUBLIC WORKS		
Facilities/Equipment		
Army Creek Landfill Upgrade	$	275,000
Brandywine Library HVAC Upgrade		2,000,000
Fleet Equipment 2021		(604,876)
Fleet Equipment 2023		5,645,858
General Paving		200,000
Government Center Parking Lot		(1,375,000)
Subtotal	$	6,140,982

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2023

DEPARTMENT OF PUBLIC WORKS *(Continued)*

Parks		
Agricultural Preservation		$ 1,722
Banning Park Improvements		900,000
Community Redevelopment and Reinvestment 2023		912,089
Game Court Improvements 2021		1,000,000
General Parkland Improvements		(570,000)
General Parkland Improvements 2021		1,570,000
Greenway Systems		1,690,300
Jester Walking Path	~~325,000~~	380,340
Middle Run Valley Reforestation		65,000
Open Space Preservation		1,000,000
Play Area Improvements 2021		200,000
Southern Regional Park		4,500,000
Subtotal	~~11,594,111~~	$ 11,649,451
Sewer/Stormwater		
Airport Road System Rehabilitation		$ 1,250,000
Asset Management		100,000
Backwater Valve Improvement		50,000
Brandywine Hundred South Rehabilitation		(76,089)
Christina River Force Main		(1,340,995)
Countywide Drainage		500,000
DelDOT Coordination Project II		(148,920)
DelDOT Coordination Project 2021		153,727
General Sewer Improvements		396,153
General Stormwater Improvements		(393,415)
General Stormwater Improvements 2022		180,806
Market Street Rehabilitations (Bridge #9)		1,500,000
Public Works Complex		215,000
Pump Station Rehabilitation 2021		(600,000)
Pump Station Rehabilitation 2022-2023		1,600,000
Septage Receiving Station Upgrade		525,000
Sewer Fleet Equipment 2021		(509,680)
Sewer Fleet Equipment 2023		2,259,634
Sewer System Expansion		500,000
Stormwater Basin Renovation		(3,302)
Water Quality Improvement Plans		1,250,000
Wilmington System Rehabilitation		100,000
Subtotal		$ 7,507,919
CAPITAL BUDGET TOTAL	**~~56,416,251~~**	**$ 56,471,591**

EXHIBIT B

PROJECT PROFILES
PUBLIC WORKS - PARKS (continued)

Project Name (Number): Jester Walking Path (C301608)					
Description: Construction of paved loop trail around perimeter of Jester Park.				**Council Districts:** All	
Funding Schedule					
	Bonds	**Federal**	**State**	**Other**	**Total**
Prior Authorizations	$ 800,000	$ -	$ 275,000		$ 1,075,000
FY2023	325,000	-	~~-~~		~~325,000~~
	-		55,340		380,340
FY2024	-	-	-	-	-
FY2025	-	-	-	-	-
FY2026	-	-	-	-	-
FY2027	-	-	-	-	-
FY2028	-	-	-	-	-
Future Years	-	-	-	-	-
Total	**$ 1,125,000**	**$ -**	**~~$ 275,000~~**	**$ -**	**~~$ 1,400,000~~**
			$ 330,340		**$ 1,455,340**
Available Authorizations:		**$ 792,265**			
Available Funding:		**$ 302,679**			
Operating Budget Impact:		**$ 715**			

**Available Authorizations / Funding as of February 28, 2022, net of obligations.*

FY2023 Activity:

Construction of park path, creation of meadowed areas, site interpretation. Improvements on Justin Lane from Hanby Elementary to Jester Park.

Future Activity:

No activity planned.

Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: April 11, 2023

ORDINANCE NO. 23-039

THE ANNUAL REVENUE ORDINANCE OF NEW CASTLE COUNTY FOR FISCAL YEAR 2024 BEGINNING JULY 1, 2023

WHEREAS, it has been certified to the County Council that the total value of all real property in the County which has been assessed and is subject to taxation is $20,138,711,181 net of tax abatements.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. A tax upon all of the real property in New Castle County is hereby established and levied at the rate of 25.23 cents for each one hundred dollars of assessed valuation (based on 100 percent of July 1, 1983 fair market value) for the fiscal year beginning July 1, 2023, and ending June 30, 2024, to pay the costs of the General Operating Budget.

Section 2. A tax upon the real property in the following listed areas of New Castle County at the following listed rates for each one hundred dollars of assessed valuation is hereby established and levied for the fiscal year beginning July 1, 2023, and ending June 30, 2024, to pay costs under the Local Service Function Budget.

Location	**Tax Rate in Cents Per $100 of Assessed Valuation**
Those portions of New Castle County not within any of the following incorporated municipalities	55.31
Arden	48.39
Ardencroft	48.89
Ardentown	49.09
Bellefonte	54.15
Delaware City	24.25
Elsmere	12.98
Middletown	5.16
Newark	0.00
New Castle	10.20
Newport	11.20
Odessa	11.20
Townsend	7.34
Wilmington	0.00

Section 3. A tax upon the real property in the light districts in New Castle County established pursuant to 9 *Del. C.* c. 21, is hereby established and levied for light districts at the following rates for each one hundred dollars of assessed valuation for the fiscal year beginning July 1, 2023, and ending June 30, 2024 to pay the cost of street and highway illumination:

Light Code	Light District Installations	Tax Rate in Cents Per $100 of Assessed Valuation
High Pressure Sodium (HPS) Units		
TRL1	Cobra (formerly Incandescent)	0.99
TRLA	Cobra (formerly Mercury)	9.840
TRLQ	Metal Pole	17.490
TRLC	Traditionaire	13.810
TRLT	Limited Installation	6.790
TRLU	Turn of the Century	15.550
Light Emitting Diode (LED) Units		
TRLO	Cobra	10.98
TRLM	Traditionaire	18.30
TRLN	Granville	19.00

Section 4. A tax upon the full annual cost established pursuant to 9 *Del. C.* § 1339, is hereby established and levied for crossing guards by school district at the following rates for the fiscal year beginning July 1, 2023, and ending June 30, 2024.

Crossing Guard Rates	Tax Rates in Cents Per $100 of Assessed Valuation
Appoquinimink School District	1.949
Brandywine (Area I)	2.055
Christina (Area III)	2.236
Colonial (Area IV)	1.812
Red Clay (Area II)	2.242

Section 5. Fees and charges not specified in this Ordinance shall be heretofore or hereafter established.

Section 6. Fees, fines, forfeitures, penalties, assessments, charges, receipts and income, together with needed reserves and available cash balances, shall be included in the receipts of New Castle County as collected during the fiscal year beginning July 1, 2023, and ending June 30, 2024.

Section 7. The effective date for the provisions in this Ordinance shall be July 1, 2023.

Section 8. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Adopted by Council of
New Castle County on:

_____
President of Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance is the Annual Revenue Ordinance for Fiscal Year 2024.

Section 1 establishes a General Operating property tax rate in New Castle County.

Section 2 establishes the Local Service Function property tax rates in the listed areas of New Castle County.

Section 3 establishes the tax rates in the light districts of New Castle County.

Section 4 establishes the tax rates for school crossing guards.

Section 5 provides that fees and charges not specifically addressed in this Ordinance can be established at some future time.

Section 6 provides that other receipts and funding sources shall be included in the revenue of New Castle County collected during Fiscal Year 2024 to be used in accordance with the budget Ordinance.

FISCAL NOTE: This Ordinance proposes Fiscal Year 2024 tax rates which in conjunction with other anticipated sources of revenue are estimated to yield sufficient revenue to balance the proposed Fiscal Year 2024 Operating Budget.

These proposed real property tax rates applied to estimated taxable assessments and estimated quarterly additions (net of exemptions) are anticipated to yield approximately $137,640,000.

The proposed light district tax rates, as cited in Section 3, are anticipated to yield revenues of $8,081,677. These revenues, together with prior year tax collections and the use of available cash balances, are estimated to support direct street lighting expenses plus overhead.

The proposed school crossing guard tax rates, as set forth in Section 4, are anticipated to yield revenues of $3,717,082. These revenues, together with prior year tax collections and the use of available cash balances, are estimated to support direct crossing guard expenses plus overhead.

This Ordinance, as proposed, has no explicit fiscal impact upon the next two fiscal years as the rates are legislated annually by County Council.

Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: April 11, 2023

ORDINANCE NO. 23-040

CALCULATION OF SEWER SERVICE CHARGES EFFECTIVE JULY 1, 2023 FOR FISCAL YEAR 2024

WHEREAS, in accordance with *New Castle County Code* Chapter 38 ("Utilities"), Article 2 ("Sewers and Sewage Disposal"), Division 38.02.500 ("Sewer services charges"), Section 38.02.503 ("Schedule generally"), County Council must adopt applicable unit charges for sewer service.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. County Council adopts the following sewer unit charges for Fiscal Year 2024:

The following unit charges shall be effective other than for certain contract users:

$5.034399/1000 gallons flow rate	(q)
$0.416813/lb. BOD	(b)
$0.566035/lb. SS	(s)

The rates for certain contract users shall be as follows:

$3.422731/1000 gallons flow rate	(q)
$0.416813/lb. BOD	(b)
$0.566035/lb. SS	(s)

The Equivalent Dwelling Unit (EDU) rates shall be as follows:

Meter Size	EDU	Fixed Charge @ $100 / EDU
1/2" or 5/8"	1.0	$25*
3/4"	1.5	$150
1"	2.5	$250
1 1/2"	5.0	$500
2.0	8.0	$800
3.0	15.0	$1,500
4.0	25.0	$2,500
6.0	50.0	$5,000
8.0	80.0	$8,000
10.0	115.0	$11,500
* For Fiscal Year 2024, the base rate of $100/EDU has been discounted by 75% for meters up to 5/8".		

Section 2. Pursuant to Section 38.02.503.F., the annual minimum charge for sewer service shall be fifty-six dollars ($56.00).

Section 3. The effective date for the provisions in this Ordinance shall be July 1, 2023.

Section 4. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Adopted by Council of
New Castle County on:

_____
President of Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance establishes sewer service charges effective July 1, 2023, for Fiscal Year 2024.

FISCAL NOTE: This Ordinance proposes the adoption of the Fiscal Year 2024 sewer user rates which, in conjunction with other related sources of revenue, are estimated to yield sufficient revenue to balance the Fiscal Year 2024 sewer fund budget.

If adopted, this Ordinance would establish a Fiscal Year 2024 composite (flow $5.034399 + (BOD $0.416813 X 1.2510 (flow factor) = $0.5214325) + (SS $0.566035 X 1.5429 (flow factor) = $0.8733356)) residential flow rate of $6.42917 per 1,000 billable gallons. The composite rate remains unchanged from the FY2023 composite rate.

The rates contained in this Ordinance would, if adopted, be applied to all user classes, including $7,400,000 for EDU as follows:

User Classification	**Number of Users**	**Gross Billing**
Residential	125,980	$37,810,760
Industrial	21	$10,525,723
Commercial	3,734	$15,080,819
Apartment	227	$8,910,330
Contract	5	$6,173,414
Gross Billing	**129,967**	**$78,501,046**
Less Allowance for Delinquent Accounts		($3,025,546)
Net Billing		**$75,475,500**

Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: April 11, 2023

ORDINANCE NO. 23-041

AN ORDINANCE AUTHORIZING THE ISSUANCE OF GENERAL OBLIGATION BONDS OF NEW CASTLE COUNTY FOR THE PURPOSE OF FINANCING CERTAIN CAPITAL PROJECTS APPROVED IN THE FISCAL YEAR 2024 CAPITAL BUDGET

WHEREAS, Chapter 22 of Title 9 of the *Delaware Code*, as amended, authorizes New Castle County to plan, acquire, purchase, construct, reconstruct, improve, better, extend, maintain and operate sewerage systems therein defined, and the County Council of New Castle County has determined to extend existing sewerage systems now maintained by the County by rehabilitating and constructing local sewer projects and to improve existing sewer systems, pump stations, treatment plant sites, and facilities; and,

WHEREAS, Chapter 39 of Title 7 of the *Delaware Code*, as amended, authorizes New Castle County to carry out preventive and control measures and works of improvement for the prevention of erosion, floodwater, and sediment damages, and the County Council of New Castle County determines to construct, improve, and develop stormwater courses and facilities; and,

WHEREAS, Section 1163 of Title 9 of the *Delaware Code* authorizes New Castle County to issue bonds to finance the cost of any object, program or purpose for which New Castle County may raise, appropriate or expend money, and the County Council of New Castle County determines to expend money for various facilities and services; and,

WHEREAS, Subchapter III, of Chapter 13 of Title 9 of the *Delaware Code*, as amended, authorizes New Castle County to develop plans for buildings/facilities, parks, open spaces, natural areas and greenways within the County. Said plans provide for the acquisition of land for the development of parks and recreation facilities and the improvement and development of existing parks and buildings/facilities. The County has deemed it necessary to implement such plans for development and improvements.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS: (10/13ths of all the members elected to the County Council concurring therein):

Section 1. New Castle County shall authorize the issuance of its negotiable bonds in the maximum aggregate net principal amount of $52,286,724 to finance projects approved in the FY2024 Capital Budget (the maximum aggregate principal amount of the bonds to be issued for each purpose is set out in the following schedule):

PURPOSE	BOND AUTHORIZATIONS MAXIMUM AGGREGATE PRINCIPAL AMOUNT
(A) Sanitary Facilities/Stormwater	$ 10,006,576
(B) Facilities/Equipment	9,225,000
(C) Parks	13,200,000
(D) Community Services	13,910,000
(E) Public Safety	2,445,148
(F) Administration	3,000,000
(G) Executive	500,000
TOTAL BOND AUTHORIZATIONS	**$52,286,724**

Section 2. The monies raised by the issuance of the bonds hereby authorized after the payment of the charges and expenses connected with the preparation, sale, and issuance thereof shall be held in separate accounts and shall be expended only for the purposes for which said bonds have been authorized, or for the payment of the principal of, and interest on, temporary loans made in anticipation of the sale of such bonds.

Section 3. The effect of the bonded indebtedness hereby authorized upon the total bonded indebtedness of New Castle County is as shown on the attached fiscal note, Exhibit "A".

Section 4. It is hereby determined and declared that the normal life of said improvements is not less than three (3) years (§ 1163 of Title 9 of the *Delaware Code*).

Section 5. In accordance with Treasury Reg. § 1.150-2, the County hereby states its intentions that a portion of the proceeds of the bonds authorized hereunder will be used to reimburse itself for expenditures paid prior to the date of issuance of the bonds. All capitalized terms used herein and not otherwise defined have the same meaning as ascribed to them in Treasury Reg. § 1.150-2.

All original expenditures to be reimbursed will be capital expenditures (as defined in Treasury Reg. Sec. 1.150-1(b)) and other amounts permitted to be reimbursed pursuant to Treasury Reg. Sec. 1.150-2(d)(3) and (f). The County intends to reimburse the original expenditures through the County's incurrence of debt to be evidenced by the bonds. The description of the type and use of the property for which the original expenditure to be fully or partially reimbursed is to be paid is: costs relating to the projects as defined in Section 3 hereof. The maximum principal amount of the bonds to be issued to reimburse the costs of said projects paid prior to their issuance and to complete said projects is a net $52,286,724 including the costs of issuance of the bonds.

Once the bonds are issued, the County shall allocate bond proceeds to reimburse a prior expenditure by making the allocation on its books and records maintained with respect to the bonds; provided that such costs to be reimbursed were paid not more than 60 days prior to the date hereof. Such allocations shall specifically identify the actual original expenditure to be reimbursed. Such allocations shall occur not later than 18 months after the later of (i) the date on which the original expenditure is paid, or (ii) the date the project is placed in service or abandoned, but in no event more than 3 years after the original expenditure is paid. If the bonds are issued before the expiration of the period prescribed in the preceding sentence, then the reimbursement allocation shall occur not later than the date of bonds are issued.

The bond proceeds used to reimburse the County for original expenditures will not be used within 1 year after the allocation in a manner that results in the creation of replacement proceeds (as defined in Treasury Reg. § 1.148-1) for the bonds authorized hereunder or for other bonds. The County will not use the proceeds of bonds to reimburse, refinance or refund an original expenditure paid by another obligation (either tax-exempt or taxable).

Section 6. Continuing Disclosure. The County covenants for the benefit of holders of any bonds that it issues in the public markets, whether pursuant to this Ordinance or otherwise, that, so long as any such bonds are outstanding, it will file, or cause to be filed, all financial information, operating data and notices of events, actions or failure to act, with such persons and entities and at such times as may be necessary to comply with the requirements of Rule 15c2-12(b) (5) of the Securities Exchange Act of 1934 with respect to such bonds. The Chief Financial Officer shall by Resolution adopted in connection with the issuance of such bonds specify the specific actions that the County shall be obligated to undertake to comply

with this Section. Upon approval of the County Executive, the Chief Financial Officer is hereby authorized to take such other actions, by contract with a fiscal agent or otherwise, as such official shall deem appropriate to cause the County to comply with this Section.

Section 7. The effective date for the provisions in this Ordinance shall be July 1, 2023.

Section 8. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance will authorize New Castle County to issue bonds in the net amount of $52,286,724 to finance projects approved in the Fiscal Year 2024 Capital Budget.

FISCAL NOTE: See attached Exhibit "A" for fiscal impact of this Ordinance.

EXHIBIT "A"

FISCAL NOTE: This Ordinance will authorize County Bonds in the maximum aggregate principal amount (net of issuance costs) of $52,286,724.

The fiscal impact of this Ordinance, if approved, is demonstrated on a pro-forma basis below:

Previous Authorizations	Principal	Interest	Total
Authorized and Issued Bonds [1] (2/28/2023)	$531,235,000	$166,321,641	$697,556,641
Authorized and Unissued Bonds (2/28/2023)	82,069,680	34,469,265 [2]	116,538,945
Total Previous Authorizations	613,304,680	200,790,907	814,095,586
Proposed Net Authorizations [3] by the Ordinance	52,286,724	21,960,424 [2]	74,247,148
Total Previous Authorizations and Proposed Net Authorizations	$665,591,404	$222,751,331	$888,342,734

The following State Revolving Fund loans are not included in the above totals:

Authorized and Issued Bonds (2/28/2023)	$24,496,871	$4,454,213 [4]	$28,951,084
Authorized and Unissued Bonds (2/28/2023)	3,611,802	800,083 [4]	4,411,885
Total Previous Authorizations	$28,108,673	$5,254,296	$33,362,969

[1] These amounts have been adjusted to reflect retired principal and interest through 4/30/23.
[2] Interest is computed at 4.0 percent.
[3] Assuming a constant principal amount of $2,614,336.20 over a term of twenty years, total debt service for the $52,286,724 would be $21,960,424.
[4] Interest is from DNREC's estimated future repayment schedule. Interest rates for various loans are 2.00, 2.394 and 2.601 percent.

Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: April 11, 2023

ORDINANCE NO. 23-042

THE CAPITAL BUDGET ORDINANCE OF NEW CASTLE COUNTY FOR THE FISCAL YEAR BEGINNING JULY 1, 2023

WHEREAS, Chapter 22 of Title 9 of the *Delaware Code*, as amended, authorizes New Castle County to plan, acquire, purchase, construct, reconstruct, improve, better and extend, and maintain and operate sewerage systems therein defined, and the County Council of New Castle County has determined to extend existing sewerage systems now maintained by the County by rehabilitating and constructing local sewer projects and to improve existing sewer systems, pump stations, treatment plant sites, and facilities; and

WHEREAS, Chapter 39 of Title 7 of the *Delaware Code*, as amended, authorizes New Castle County to carry out preventive and control measures and works of improvement for the prevention of erosion, floodwater, and sediment damages, and the County Council of New Castle County determines to construct, improve, and develop stormwater courses and facilities; and

WHEREAS, Section 1163 of Title 9 of the *Delaware Code* authorizes New Castle County to issue bonds to finance the cost of any object, program or purpose for which New Castle County may raise, appropriate or expend money, and the County Council of New Castle County determines to expend money for various facilities and services; and

WHEREAS, Subchapter III, Chapter 13 of Title 9 of the *Delaware Code*, as amended, authorizes New Castle County to develop plans for buildings/facilities, parks, open spaces, natural areas and greenways within the County. Said plans provide for the acquisition of land for the development of parks and recreation facilities and the improvements and development of existing parks and buildings/facilities. The County has deemed it necessary to implement such plans for development and improvements.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. Exhibit "A", entitled "Capital Budget – FY2024" consisting of two (2) pages, dated March 31, 2023, attached hereto and made a part hereof, is hereby adopted as the Capital Budget of New Castle County for the fiscal year beginning July 1, 2023, and ending June 30, 2024.

Section 2. The projects listed on Exhibit "B," entitled “Projects to Sunset Fiscal Year End 2023” will sunset in accordance with Key Financial Policy (KFP) #1 on June 30, 2023. All unexpended appropriations and bond authorizations on June 30, 2023, will be deauthorized. Any encumbrances will remain open until liquidated.

Section 3. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Section 4. The effective date for the provisions in this Ordinance shall be July 1, 2023.

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance is the Capital Budget Ordinance for the Fiscal Year 2024, authorizing capital spending of $75,578,163 for 53 County projects. This Ordinance also will deauthorize the projects on Exhibit "B" and the corresponding available appropriations and bond authorizations on June 30, 2023.

FISCAL NOTE: The Capital Budget Ordinance for Fiscal Year 2024 authorizes capital spending of $75,578,163 for various projects. A companion Ordinance authorizing the issuance of General Obligation Bonds of $52,286,724 to fund the Capital Budget must be adopted.

In addition, this Ordinance sunsets 4 capital projects, effective June 30, 2023. Projects are listed on Exhibit “B”.

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2024

DEPARTMENT OF ADMINISTRATION		
Land Use Information System	$	3,000,000
Subtotal	$	3,000,000
DEPARTMENT OF COUNTY EXECUTIVE		
Executive GF Capital Contingency	$	500,000
Executive SF Capital Contingency		250,000
Subtotal	$	750,000
DEPARTMENT OF COMMUNITY SERVICES		
Absalom Jones Senior Center Kiln	$	85,000
Appoquinimink Library	$	7,000
Newark Library	$	19,200,000
Surratte Pool Renovations		125,000
Subtotal	$	19,417,000
DEPARTMENT OF PUBLIC SAFETY		
800MgHZ Communications Equipment	$	950,000
Cardiac Monitor 2023	$	945,148
Communications Upgrade		550,000
Public Safety Equipment		91,000
Public Safety Vest Protection Program		201,840
Subtotal	$	2,737,988
DEPARTMENT OF PUBLIC WORKS		
Facilities/Equipment		
Building Rehabilitation 2021	$	3,000,000
Electric Vehicle Infrastructure		1,800,000
Fleet Equipment 2021		(3,340)
Fleet Equipment 2022		(1,000,000)
Fleet Equipment 2024		6,179,272
General Roof Renovations		1,250,000
Government Center Electrical Upgrade		600,000
HVAC Replacement		2,400,000
Public Safety Parking Lot Lighting		300,000
Subtotal	$	14,525,932

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2024

DEPARTMENT OF PUBLIC WORKS *(Continued)*

Parks

Agricultural Preservation	$	1,500,000
Banning Park Improvements		500,000
Bechtel Park Improvements		2,000,000
Carousel Park		276,120
Delcastle Park Improvements		1,100,000
Game Court Improvements 2021		100,000
General Parkland Improvements 2024-2025		2,250,000
Historic Structure Rehabilitation		3,000,000
Middle Run Valley Reforestation		300,000
Open Space Preservation		1,000,000
Park Bridge Replacements		300,000
Pavilion Renovations		100,000
Play Area Improvements 2024-2025		2,000,000
Rockwood Park		1,800,000
Weiss Park Improvements		700,000
Subtotal	$	16,926,120

Sewer/Stormwater

Asset Management	$	100,000
Backwater Valve Improvement		50,000
Christina River Force Main		4,400,000
Countywide Drainage		500,000
DelDOT Coordination Project 2021		2,000,000
Edgemoor System Rehabilitation		600,000
General Sewer Improvements		750,000
General Stormwater Improvements		358,954
North Delaware Interceptor System		650,000
Pump Station Rehabilitation 2024-2025		2,000,000
Sewer Fleet Equipment 2022		(650,000)
Sewer Fleet Equipment 2024		2,162,169
Sewer Repairs and Rehabilitation 2024-2025		1,000,000
Stoney Creek Basin		500,000
Stormwater Basin Renovation		725,000
Terminal Avenue System Rehabilitation		275,000
White Clay System Rehabilitation		2,800,000
Subtotal	$	18,221,123

CAPITAL BUDGET TOTAL	**$**	**75,578,163**

Exhibit "B"
NEW CASTLE COUNTY
Projects to Sunset Fiscal Year End 2023

DEPARTMENT OF ADMINISTRATION

C122207	Cyber Security	Complete
C122210	Technology Enhancements 2022	Complete

DEPARTMENT OF COMMUNITY SERVICES

C401205	Route 9 Community Library	Complete

DEPARTMENT OF PUBLIC WORKS

C300005	Brandywine Hundred North Rehabilitation	Complete

Matthew S. Meyer
County Executive

Richard E. Hall, AICP
General Manager

Department of Land Use

MEMO

TO: Nellie Hill
Clerk of Council

FROM: John Troy
Assistant Land Use Administrator

DATE: May 4, 2023

RE: Capital Program & Budget FY2024-2029 Joint Recommendation

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With this memo I am transmitting the Department of Land Use and Planning Board joint recommendation for the Capital Program & Budget for Fiscal Years 2024-2029.

cc: Richard E. Hall, AICP
Antoni Sekowski
Janet Vinc
Dawn Thompson
Matthew Rogers
Betsy Hatch
Nicole Racine

87 Reads Way, New Castle, DE 19720 www.nccdelu.org Phone: 302-395-5400 Fax: 302-395-5587

Matthew S. Meyer
County Executive

Richard E. Hall, AICP
General Manager

Department of Land Use

JOINT RECOMMENDATION

New Castle County Capital Program & Budget
Fiscal Year 2024-2029

April 18, 2023

DESCRIPTION

Delaware Code Title 9, § 1134 requires that, upon submission to County Council by the County Executive no later than April 1 of each year, the Capital Program and Budget be reviewed by the Department of Land Use and Planning Board for the sole purpose of determining whether the program and budget are in accordance with the Comprehensive Development Plan. A joint recommendation is then provided to County Council. The Capital Program consists of the six fiscal years following its June 30th adoption, and the Capital Budget refers to the first year of the Capital Program. The Capital Program and Budget was transmitted to New Castle County Council on March 28, 2023.

BACKGROUND & ANALYSIS

According to the Delaware Code Title 9, § 2656, the capital improvements program is required to be designed to consider the need for and the location of public facilities in order to encourage the efficient utilization of such facilities and establish:

> (1) Principles for construction, extension or increase in capacity of public facilities, as well as principles for correcting existing public facility deficiencies, which are necessary to implement the comprehensive plan.
> (2) Estimated public facility costs, including a delineation of when facilities will be needed, the general location of the facilities and projected revenue sources to fund the facilities.
> (3) Standards to ensure the availability of public facilities and the adequacy of those facilities.
> (4) To the extent provisions of the capital improvements plan anticipate State financial assistance, involvement or cooperation, such provisions shall be developed in conjunction with the state capital improvement plan and annual capital budget.

One of the basic purposes of capital improvement programming is to coordinate physical and fiscal planning to achieve the greatest possible benefits from the County's existing and anticipated financial resources. To accomplish this, a ranking of desired public improvements must be established by assigning a need-based priority to each project. The ranked project list is then reconciled with the County's ability to pay for the projects over time.

Other benefits of the Capital Program and Budget process include the following: implementation of the County's Comprehensive Development Plan, individual department functional plans and studies, and other programs and policies through tangible projects; guiding private development so that it occurs in a way that is in conformity with the Comprehensive Development Plan; coordination of the capital projects of all County Departments furthering the implementation of the Comprehensive Development Plan; assisting with keeping the public informed of the County's long-range capital project development plans; and enabling the County Executive and County Council to better understand long-term cash needs, and to better anticipate the necessary financing for both capital and operating activities.

The 2022 Comprehensive Development Plan Update, known as NCC2050, was passed by County Council on July 26, 2022, approved by County Executive Matthew Meyer on August 4, 2022, certified by Governor John C. Carney effective July 26, 2022, the date adopted by County Council, and is effective from July 1, 2022, through June 30, 2032. Numerous goals and objectives can be found within NCC2050 that address our capital needs and fiscal sustainability; however, the Department finds the following goals and objectives as being the fundamental and core principles to follow to achieve planning and fiscal responsibilities:

Goal #1: New Castle County has a connected, well-maintained and well-loved network of open space (natural lands and recreational resources) that benefits all residents.

- Objective: Preserve at least a minimum of 7,100 acres of land as protected open space in the county, within 30 years.
- Objective: Increase the percentage of residents that have safe, comfortable access (within 1 mile using a low-stress, accessible route) to a variety of recreational opportunities and natural spaces without the requirement of a personal automobile.

Goal #2: The natural environment of the county continues to be a distinguishing characteristic of our community, and the quality of our natural resources— air, water, land, ecosystems (plants and animals)—are continually improving and meeting the needs of present and future generations. Development/redevelopment patterns that consume less unbuilt "greenfields" and resource lands support conservation of our important natural resources.

- Objective: The County shall set an example and evaluate ways to address the impact of development on micro- (e.g. local air quality) and macro-climate conditions (e.g. greenhouse gases) and achievement of State/Federal air quality standards.
- Objective: Improve surface water quality and reduce stormwater runoff from developed lands, with recognition that community revitalization and stream/ecosystem restoration are linked.
- Objective: Improve ecosystem health by reducing sprawl and fragmentation, reconnecting open space, enhancing ecosystems, and applying green stormwater infrastructure strategies (while our economy and population continues to grow)
- Objective: Increase tree-canopy to 40%, prioritizing areas with the lowest canopy cover and greatest potential benefits (e.g. urban heat island, flooding, etc.)

Goal #3: Clean water is available to all residents now and in the future.

- Objective: Continue to ensure water services and drinkable water supply is sufficient to meet demand.
- Objective: Continue to maintain efficient and effective sanitary sewer service in existing areas served by sewer and extend service to new areas, as planned, to meet growth demands in a sustainable manner.

Goal #4: Healthy, safe housing options throughout the County are diverse, meeting needs of people of all incomes, ages, abilities, and races, while maintaining design and form of the built environment that integrates with existing communities.

- Objective: Increase variety and range of price points of safe, quality housing options, in a diversity of locations.
- Objective: Increase proximity of quality housing to other daily needs throughout the county, especially jobs and quality education, to support overall cost of living affordability. Better balance of jobs and housing can support residents and their access to both quality/affordable living and living-wage jobs as well as employers and their workforce.
- Objective: Expand access to homeownership, especially among low-income residents and people of color
- Objective: Upgrade the condition of substandard housing stock—including integration of green energy—throughout the county, without causing displacement.

Goal #5: New Castle County is a strong, resilient hub of the regional economy that provides a range of jobs and services to County residents.

- Objective: Promote business clusters by focusing resources and policies toward retaining and growing businesses in discrete sectors that advance the County's economic strengths.
- Objective: Achieve a diverse and supportive business ecosystem.
- Objective: Increase the percentage of jobs located in Delaware Level 1 State Strategies Investment Areas, ensuring job centers are located near inclusive transit options and existing infrastructure/services.

Goal #6: All residents have the ability to participate in the economy and have access to living-wage jobs. Delaware's workforce is strong and positioned for emerging industry and jobs as well as applying innovation and adaptation in traditional industries.

- Objective: Increase equitable access to workforce, educational and economic opportunities.
- Objective: As economic growth occurs, increase distribution of benefits across the community.

Goal #7: Farming continues to be a viable way of life and contributes to economic resiliency and healthy communities (for its provision of food access and security, its preservation of farmland, and contribution toward community character).

- Objective: Increase the amount of preserved, contiguous farmland and amount of prime soil protected from development.

Goal #8: All New Castle County residents will have safe, efficient, inclusive access to employment, retail services, parks, and other daily needs including by walking, bicycling, public transit, and emerging modes. The transportation and land use systems are integrated and support each other to create livable places and a vibrant county.

- Objective: Establish a Vision Zero policy and coordinate with DelDOT and WILMAPCO toward reaching zero traffic fatalities by 2050.
- Objective: Enhance and increase accessibility by all modes to/between local and regional destinations, including diverse housing, jobs, and goods/ services.

Goal #9: Transportation of people and goods is efficient and fair. The transportation system and land use/development are coordinated; development occurs in areas with ample existing or planned transportation infrastructure (and other infrastructure) and decisions are fiscally sound, inclusive, and fair for present and future generations.

- Objective: Preserve existing roads and transportation infrastructure, while limiting widening and creation of new multi-lane roadways. Make the best use of our past investments and their capacity through innovation and collaboration.
- Objective: Plan for emerging transportation modes and technologies (e.g. renewable energy-based, autonomous, e-bikes/scooters, etc.) to leverage benefits and minimize potential negative externalities; embrace technology designed to address existing infrastructure issues, benefit the environment, and improve how people experience travel.

Goal #10: Land uses, transportation, and other infrastructure complement each other, and neighborhoods and areas across the county are distinctive, attractive, functional, comfortable, and human scale. The physical environment is high quality, inclusively designed, retains value, and is fiscally sustainable.

- Objective: Redevelop and infill key areas of the county (identified in Community Plans and other studies/analyses) and struggling industrial land, strip malls, office parks, and other “greyfields” to achieve connected places, continuity of design, and sense of place.
- Objective: Increase compact development in places where it is appropriate and will support the range of community goals (like transit, affordable housing/lifestyles, non-motorized accessibility, enhancement of place, etc.).

Goal #11: The built environment and streetscapes promote physical activity and healthy lifestyles including options for walking and biking. All residents have safe, inclusive access to lead physically active and healthy lifestyles.

- Objective: Increase the percentage of people who walk, bike, and take transit to work (from 6% in 2018).
- Objective: Increase access to healthy food retailers, medical care, and other daily needs.

Goal #12: The value and significance of the historic, prehistoric, and cultural resources in the county are known and promoted; significant resources are preserved for the benefit of residents and visitors.

- Objective: Increase awareness of the county's historic/prehistoric/cultural resources, including tourism promotion.
- Objective: Increase preservation and adaptive reuse of the county's historic/ prehistoric/cultural resources.

Goal #13: Environmental protection, climate change mitigation, and adaptation are important considerations in all county policies. Our community's collective built environment—infrastructure, transportation, nature, and development patterns—are designed in a way that limits greenhouse gas emissions and protects our people and critical infrastructure from impacts of climate change.

- Objective: Reduce Greenhouse Gas emissions.
- Objective: Strengthen/improve resiliency in the face of climate change threats through changes to the built environment (infrastructure, transportation, etc.) so to minimize risk and impacts to all people and communities.

Goal #14: Pursue a net zero built environment by following emerging technologies, and alternative regional and individual energy sources.

- Objective: Increase the proportion of energy efficient building stock and conservation infrastructure in the building stock.
- Objective: Reduce pollution from Transportation sources.

Goal #15: New Castle County's infrastructure and economic and social systems are strong, and our communities are prepared for future climate-related and man-made/natural events; all residents will live in neighborhoods that are protected from negative impacts of incompatible non-residential land uses/ activity and other hazards such as flooding (discrete and cumulative); and economic growth, prosperity and change in New Castle County is equitable and accessible by all.

- Objective: Reduce infrastructure that is at risk due to sea level rise and flooding as well as other risks.
- Objective: Reduce risk/disparate impact on sub-populations.

Goal #16: Participation in planning and development represents the full diversity of the county.

- Objective: Increase diversity of engagement in community planning activities of all county residents regardless of age, race, income, native language, abilities, etc.
- Objective: Increase diversity of local professionals involved in planning, land use, infrastructure, and development.

Goal #17: Development, infrastructure, and change is well-planned and coordinated, achieving sustainable and effective public investment in our communities.

- Objective: Planning/investment decisions integrate across governments and jurisdictions.
- Objective: Increase collaboration associated with data/analysis and public engagement.
- Objective: Achieve greater predictability regarding future development
- Objective: Provide improved emergency services; types of equipment and response time to meet future demands.

The goals of previous comprehensive planning efforts, which directly relate to the capital budget, are still valid and include the following: controlling the pace of development through the availability of developable land and adequate infrastructure; coordination and efficient and effective use of governmental resources at all levels to improve the quality of life for our citizens; provision of adequate community facilities, services, and utilities consistent with the future land use plan; integration of the County's infrastructure and service plans with land use plans to provide efficient delivery of services; and requiring that new development contribute to the cost of community facilities and services.

The FY2024 Capital Budget totals $75.58 million. In addition to significant new investments in public works for extensive improvements to the County's sanitary sewer system, as well as a new library capital project, the FY2024-2029 budget will continue to fund a variety of important initiatives such as preservation of parks and open space, support for valuable community services programs, and the cost of quality facilities and equipment, all while continuing to reflect the ongoing need for fiscal prudence. A responsible Capital Budget is part of a balanced approach to providing the necessary infrastructure to serve county residences and businesses. New Castle County's bonds continue to be rated AAA by all three major rating agencies, reflecting the County's high level of fiscal responsibility. This rating was most recently reaffirmed in September 2021, and S & P Global restated the County's triple-A credit rating in March 2023. These ratings allow the County to fund its capital projects at the most competitive interest rates, which maximizes the County's ability to invest in critical infrastructure at the lowest cost to improve a variety of valued County services.

According to the Delaware Population Consortium, approximately 15,200 new county residents are projected from the year 2020 to the year 2050, although the total number of households is expected to decrease somewhat during that time. To preserve quality of life, additional infrastructure will be necessary, and impact fees will be used to supplement the future cost of equipment, vehicles, and buildings necessary to serve new development. For example, impact fees are currently used to assist volunteer fire companies in the purchase of capital equipment, and also in the construction of new substations to serve new communities.

The FY2024 Capital Budget includes $18.22 million for ongoing sewer/stormwater rehabilitation, as part of a total $195.20 million investment over the next six years. Proactive management and preventative sewer upgrades have consistently protected the County's drinking water and our environment. In addition to the need for new infrastructure, it is critical that our aging systems be maintained to serve the existing and expanding population. The sanitary sewer system is one of the most important services that New Castle County provides, currently consisting of three treatment plants, over 1,800 miles of sewer line, more than 46,000 manholes, and 175 pump stations.

Additional funding for the Department of Public Works in the FY2024 Capital Budget includes $14.53 million for Facilities/Equipment and $16.93 million for Parks, including $2.50 million in funding for agricultural and open space preservation, as well as numerous park improvements for active recreation amenities like game courts and playground equipment, plus the rehabilitation of several historic structures, for a Public Works total of just under $50 million.

$19.42 million is included in the FY2024 Capital Budget for the Department of Community Services, the majority of which has been allocated for the design and future construction of a new community library in Newark.

The FY2024 Capital Budget also includes $2.74 million for the Department of Public Safety to invest in a variety of first responder needs, including protective and life-saving equipment, as well as allocations over the next several years for additional improvements to the County's first-class emergency response efforts, such as design and construction of the planned emergency vehicles operations course (EVOC).

The balance of the FY2024 Capital Budget includes $3 million for the Department of Administration to invest in a new Land Use Information System and $750,000 allocated by the County Executive for General and Sewer Fund contingencies.

DEPARTMENT OF LAND USE RECOMMENDATION

The Department believes that the proposed Capital Program and Budget is based on sound land use planning principles and is in accordance with the 2022 Comprehensive Development Plan, NCC2050, and recommends that New Castle County Council approve the New Castle County Capital Program & Budget for Fiscal Years 2024-2029.

PLANNING BOARD RECOMMENDATION

At the business meeting held on April 18, 2023, the Planning Board considered the recommendation and analysis offered by the Department of Land Use. On a motion made by Mr. Snowden and seconded by Ms. Visvardis, the Planning Board voted to recommend to County Council that the proposed Capital Budget & Program be approved, and the motion was adopted by a vote of 6-0-0-2 (Yes: Peterson, Cochran, Daigle, Gray, Snowden, Visvardis; No: none; Absent: Cahill-Krout, Drake).

There was no discussion preceding the vote.

STATUTORY GUIDELINES

In the phraseology of *9 Delaware Code Section 2603 (a),* the Department of Land Use finds that the recommended Capital Program & Budget, Fiscal Years 2024-2029 would promote the convenience, order, and welfare of the present and future inhabitants of this state.

Karen E. Peterson 5/1/2023

Karen Peterson, Chairperson
New Castle County Planning Board

Richard E. Hall 5/3/2023

Richard E. Hall, AICP, General Manager
Department of Land Use

Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: April 11, 2023

ORDINANCE NO. 23-043

ADOPT THE ANNUAL OPERATING BUDGET OF NEW CASTLE COUNTY FOR THE FISCAL YEAR BEGINNING JULY 1, 2023

WHEREAS, County Council has adopted revenue measures which together with any reserves and available cash balances shall, in the opinion of the County Executive, be estimated to yield sums at least sufficient to balance the proposed expenditures as set forth herein.

NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:

Section 1. County Council hereby ordains that the taxes and other revenue measures which the County Executive has certified as yielding sufficient revenue, together with any reserves and available cash balances, serve to balance the Annual Operating Budget of New Castle County for the fiscal year beginning July 1, 2023, and ending June 30, 2024.

Section 2. Exhibit "A," entitled "Departmental Operating Budget," consisting of six (6) pages, attached hereto and made a part hereof, is adopted as the Annual Operating Budget of Appropriations to the respective departments, offices, reserves and services for the fiscal year beginning July 1, 2023, and ending June 30, 2024.

Section 3. Exhibit "B," entitled "Operating Budget Components," consisting of one (1) page, attached hereto and made a part hereof, representing the component budgets encompassed by the "Departmental Operating Budget" for the fiscal year beginning July 1, 2023, and ending June 30, 2024.

Section 4. As the County Council has done in all past years, by and through the budget hearing, review, and adoption process undertaken for the FY2024 budget, the County Council hereby confirms its review and approves the schedule of fees established by the Department of Land Use set forth in, *inter alia*, Appendix 2 of Chapter 40 of the *New Castle County Code* ("the UDC"). The County Council also confirms and clarifies that through the budget hearing, review, and adoption process, it has reviewed and approved the schedule of fees established by the Department of Land Use in all prior budget years, and the County hereby confirms, clarifies, and ratifies its previous approvals of the fee schedules heretofore established by the Department of Land Use.

Section 5. This Ordinance shall become effective immediately upon its adoption by County Council and approval by the County Executive, or as otherwise provided by 9 *Del. C.* § 1156.

Section 6. The effective date for the provisions in this Ordinance shall be July 1, 2023.

Adopted by Council of
New Castle County on:

_____
President of Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This Ordinance authorizes the Annual Operating Budget of New Castle County for the fiscal year beginning July 1, 2023 and ending June 30, 2024.

Exhibit "A" provides a summary of appropriations to departments, row offices, reserves and non-departmental operating budgets.

Exhibit "B" provides the component budgets (i.e. General Operating, Local Service Function, Sewer, Crossing Guard and Street Lighting) encompassed by Exhibit "A."

FISCAL NOTE: This Ordinance embodies, by detailed appropriation, by object of expenditure for each department and office (Exhibit "A") as required by State Law, and, by component budgets supported by various revenue measures (Exhibit "B"), the County's Annual Operating Budget for Fiscal Year 2024.

The fiscal impact of this Ordinance is the authorization to expend $331,422,408 in Fiscal Year 2024 and to legislate the amounts within New Castle County’s reserve accounts.

This Ordinance has no explicit impact on subsequent fiscal years, as the Operating Budget is legislated annually by County Council.

EXHIBIT "A"

DEPARTMENTAL OPERATING BUDGET

COUNTY COUNCIL			
Salaries and Wages		$	2,428,665
Benefits			1,428,590
Training and Civic Affairs			70,888
Communication and Utilities			17,849
Materials and Supplies			61,042
Contractual Services			253,148
Equipment			1,600
Grants and Fixed Charges			441,482
Operating Transfer Charges			161,959
Total		***$***	***4,865,223***
Total Authorized Full-Time Positions	***35***		
COUNTY EXECUTIVE			
Salaries and Wages		$	1,777,524
Benefits			1,045,578
Training and Civic Affairs			31,904
Communication and Utilities			15,698
Materials and Supplies			22,236
Contractual Services			148,565
Equipment			1,000
Grants and Fixed Charges			43,000
Contingency			55,000
Operating Transfer Charges			82,016
Total		***$***	***3,222,521***
Total Authorized Full-Time Positions	***15***		
DEPARTMENT OF ADMINISTRATION			
Salaries and Wages		$	12,223,612
Benefits			7,092,525
Training and Civic Affairs			130,625
Communication and Utilities			8,273,491
Materials and Supplies			158,147
Contractual Services			6,793,141
Equipment			389,900
Grants and Fixed Charges			3,932,350
Operating Transfer Charges			1,163,161
Operating Transfer Credits			(12,098,321)
Total		***$***	***28,058,631***
Total Authorized Full-Time Positions	***167***		

DEPARTMENT OF PUBLIC WORKS		
Salaries and Wages	$	24,594,391
Benefits		14,346,471
Training and Civic Affairs		42,945
Communication and Utilities		24,785,917
Materials and Supplies		4,524,681
Contractual Services		10,366,975
Equipment		483,333
Grants and Fixed Charges		1,193,757
Land and Structures		35,000
Operating Transfer Charges		4,843,006
Operating Transfer Credits		(7,438,785)
Total	***$***	***77,777,691***
Total Authorized Full-Time Positions 384		

DEPARTMENT OF LAND USE		
Salaries and Wages	$	8,375,178
Benefits		4,899,879
Training and Civic Affairs		68,665
Communication and Utilities		111,017
Materials and Supplies		113,127
Contractual Services		1,541,973
Equipment		55,175
Grants and Fixed Charges		56,500
Operating Transfer Charges		1,136,835
Operating Transfer Credits		(803,217)
Total	***$***	***15,555,132***
Total Authorized Full-Time Positions 118		

DEPARTMENT OF COMMUNITY SERVICES		
Salaries and Wages	$	11,754,322
Benefits		5,318,947
Training and Civic Affairs		18,560
Communication and Utilities		935,330
Materials and Supplies		1,383,163
Contractual Services		2,348,236
Equipment		18,900
Grants and Fixed Charges		3,110,149
Operating Transfer Charges		1,230,637
Operating Transfer Credits		(190,829)
Total	***$***	***25,927,415***
Total Authorized Full-Time Positions 160		

DEPARTMENT OF PUBLIC SAFETY			
Salaries and Wages		$	67,198,478
Benefits			39,138,665
Training and Civic Affairs			178,869
Communication and Utilities			1,010,888
Materials and Supplies			1,039,511
Contractual Services			2,128,206
Equipment			1,471,072
Grants and Fixed Charges			6,492,175
Operating Transfer Charges			7,298,634
Total		***$***	***125,956,498***
Total Authorized Full-Time Positions	***711***		

REGISTER OF WILLS			
Salaries and Wages		$	1,081,015
Benefits			616,908
Training and Civic Affairs			35,275
Communication and Utilities			12,374
Materials and Supplies			10,625
Contractual Services			62,668
Equipment			1,950
Operating Transfer Charges			85,180
Total		***$***	***1,905,995***
Total Authorized Full-Time Positions	***19***		

RECORDER OF DEEDS			
Salaries and Wages		$	1,263,001
Benefits			730,446
Training and Civic Affairs			43,170
Communication and Utilities			33,977
Materials and Supplies			12,398
Contractual Services			79,718
Equipment			6,150
Grants and Fixed Charges			18,350
Operating Transfer Charges			148,002
Total		$	***2,335,212***
Total Authorized Full-Time Positions	***24***		
SHERIFF			
Salaries and Wages		$	1,260,692
Benefits			737,678
Training and Civic Affairs			29,452
Communication and Utilities			16,189
Materials and Supplies			21,259
Contractual Services			55,999
Equipment			5,000
Operating Transfer Charges			144,938
Total		***$***	***2,271,207***
Total Authorized Full-Time Positions	***21***		
CLERK OF THE PEACE			
Salaries and Wages		$	474,736
Benefits			279,250
Training and Civic Affairs			14,130
Communication and Utilities			5,168
Materials and Supplies			5,424
Contractual Services			17,568
Equipment Replacement			6,000
Operating Transfer Charges			31,776
Total		***$***	***834,052***
Total Authorized Full-Time Positions	***7***		
DEBT SERVICE			
Debt Service		$	45,540,069
Total		***$***	***45,540,069***
Total Authorized Full-Time Positions			

ETHICS COMMISSION		
Salaries and Wages	$	38,000
Benefits		3,385
Training and Civic Affairs		10,500
Communication and Utilities		1,922
Materials and Supplies		2,450
Contractual Services		290,642
Equipment		500
Operating Transfer Charges		6,699
Total	***$***	***354,098***
Total Authorized Full-Time Positions ***0***		
COUNCIL CONTINGENCY		
Contingency	$	250,000
Total	***$***	***250,000***
Total Authorized Full-Time Positions		
EXECUTIVE CONTINGENCY		
Contingency	$	600,000
Total	***$***	***600,000***
Total Authorized Full-Time Positions		
PERSONNEL CONTINGENCY		
Contingency	$	455,000
Total	***$***	***455,000***
Total Authorized Full-Time Positions		
ATTRITION CONTINGENCY		
Personal Services - Salaries and Wages	$	(4,293,340)
Personal Services - Employee Benefits	$	(2,525,429)
Total	***$***	***(6,818,769)***
Total Authorized Full-Time Positions		
ONE-TIME CONTINGENCY		
Contingency	$	2,332,433
Total	***$***	***2,332,433***

NEW CASTLE COUNTY		
Salaries and Wages	$	128,176,274
Benefits		73,112,893
Training and Civic Affairs		674,983
Communication and Utilities		35,219,820
Materials and Supplies		7,354,063
Contractual Services		24,086,839
Equipment		2,440,580
Grants and Fixed Charges		15,287,763
Debt Service		45,540,069
Land and Structures		35,000
Contingency		3,692,433
Operating Transfer Charges		16,332,843
Operating Transfer Credits		(20,531,152)
Sub-Total New Castle County	***$***	**331,422,408**
Total Authorized Full-Time Positions 1,661		

RESERVE ACCOUNTS AS OF MARCH 31, 2023	
Tax Stabilization Reserve Account (Unaudited)	76,496,000
Sewer Rate Stabilization Reserve Account (Unaudited)	10,860,078
General Fund Budget Reserve Account	44,845,412
Sewer Fund Budget Reserve Account	18,362,788
Total Reserves:	**150,564,278**

EXHIBIT "B"

OPERATING BUDGET COMPONENTS
FISCAL YEAR 2024

General Operating Budget	$	102,265,957
Local Service Function Budget		129,471,180
Sewer Fund		87,396,973
Street Light Fund		8,561,216
Crossing Guard Fund		3,727,082
Recommended Operating Budget	**$**	**331,422,408**

Introduced by: Mr. Smiley, Mr. Bell
Co-Sponsored: Mr. Carter, Mr. Cartier,
Ms. Durham, Ms. George,
Ms. Hartley-Nagle, Mr. Hollins,
Ms. Kilpatrick, Mr. Sheldon,
Mr. Street, Mr. Tackett,
Mr. Toole
Date of introduction: May 23, 2023

RESOLUTION NO. 23-095

HONORING THE LIFE OF IRENE S. HOJNICKI AND EXPRESSING CONDOLENCES TO HER FAMILY AND FRIENDS

WHEREAS, Irene S. Hojnicki, passed away peacefully at the age of 90 surrounded by her loving family on Saturday, May 13, 2023. She was born in Wilmington, Delaware, on November 18, 1932, to the late Mikolaj and Stella (Ornowska) Maciejewski; and

WHEREAS, Irene graduated from St. Paul's Commercial High School in Wilmington. She married Joseph Hojnicki on May 26, 1951, and they had four children, Joseph, Jr., Patricia, Diane, and Michael. Irene loved taking care of her family and was a very talented homemaker; and

WHEREAS, Irene was passionate about her faith and was a dedicated member at Our Lady of Fatima R.C. Church for 72 years. She joined the Minquadale Volunteer Fire Company Ladies Auxiliary in 1951 and was an active life member. During her years with the Auxiliary, she held the positions of President, Vice President, Secretary, and Treasurer for 25 years. She enjoyed serving as the Chaplin for the Ladies Auxiliary of New Castle County Volunteer Firefighters Association and Ladies Auxiliary of the Delaware Volunteer Firefighters Association. She was also a member of the V.F.W. Polish American Post #3257 – Ladies Auxiliary; and

WHEREAS, Irene will be remembered as a friend to the community for her kind heart, generosity, and wonderful smile. She will be sorely missed by all who knew her; however, God now welcomes her home with open arms; and

WHEREAS, Irene was preceded in death by her parents; her husband, Joseph W. Hojnicki, Sr., and her son, Joseph W. Hojnicki, Jr.; brothers, Edward, Charles, and Joseph Maciejewski. She is survived by her children, Patricia Addison (Carl), Diane Thompson (Chris, Sr.), and Michael Hojnicki (Barbi); sister-in-law Stephanie Hojnicki; brother-in-law William Skibicki; 9 grandchildren; 10 great-grandchildren; and a future great-great-grandson due in September; and

NOW, THEREFORE, BE IT RESOLVED by and for the County Council of New Castle County that the County Council hereby extends their deepest sympathies to the family and friends of **Irene S. Hojnicki** on her recent passing and honors her for her commitment to the fire service, her community and the citizens of New Castle County.

Adopted by the County Council of
New Castle County on: 5/23/2023

_____
President of County Council
of New Castle County

SYNOPSIS: Same as title.
FISCAL NOTE: There is no discernible fiscal impact with the adoption of this resolution.

Introduced by: Mr. Bell, Ms. Hartley-Nagle
Date of introduction: May 23. 2023

RESOLUTION NO. 23-096

RECOGNIZING NATIONAL EMERGENCY MEDICAL SERVICES WEEK "WHERE EMERGENCY CARE BEGINS" MAY 21-27, 2023

WHEREAS, May 21-27, 2023, is recognized nationally as Emergency Medical Services (EMS) Week, with the theme "Where Emergency Care Begins;" and

WHEREAS, National EMS Week was first authorized by President Gerald Ford in 1974 to recognize Emergency Medical Services personnel for the important work they do every day. They continuously work toward safeguarding the health, safety and well-being of their communities. The EMS system in New Castle County is "Where Emergency Care Begins" as evidenced by the continuing improvement in sudden cardiac arrest survival rates; and

WHEREAS, the New Castle County EMS system includes first responders from the fire service, basic life support agencies, law enforcement and New Castle County Paramedics who all work together to handle the emergency needs of our citizens. The EMS system in New Castle County demonstrate their strengths together evidenced by the quality of care which improves the survival and recovery rate who experience illness and injury; and

WHEREAS, the members of both career and volunteer EMS personnel participate in thousands of hours of specialized training and continuing education programs to further improve their lifesaving skills. Over the last 10 years, EMS has been vital to emergency medicine and to saving lives. As the field expands, EMS will always be front line when it comes to emergencies and emergency medicines; and

WHEREAS, the New Castle County Paramedics are often recognized by the citizens of New Castle County for their professionalism, compassion, dedication, and overall quality of care. They provide a critical level of care that assists our hospitals to achieve treatment goals for a variety of time-sensitive situations. They were the first EMS agency in Delaware to achieve national accreditation through the Commission on Accreditation of Ambulance Services (CAAS); and

WHEREAS, first responders, emergency medical technicians and paramedics stand ready to provide considerate, sympathetic, lifesaving care to those in need 24 hours a day, seven days a week; and

WHEREAS, it is appropriate to recognize the accomplishments and value of EMS personnel by acknowledging National Emergency Medical Services Week.

NOW, THEREFORE, BE IT RESOLVED, by and for the County Council of New Castle County that County Council hereby recognizes May 22-27, 2023, as "Where Emergency Care Begins." We wish to extend our heartfelt thanks to the dedicated men and women of the New Castle County Emergency Medical Services Division and first responders for their outstanding commitment to the citizens of New Castle County.

Adopted by the County Council of
New Castle County on:

_____
President of County Council
New Castle County

SYNOPSIS: Same as title.
FISCAL NOTE: There will be no discernible fiscal impact upon the adoption of this legislation.