



NEW CASTLE COUNTY COUNCIL PUBLIC SAFETY COMMITTEE MEETING

Co-Chair: J. William Bell, Twelfth District
Co-Chair: Karen Hartley-Nagle, President

November 14, 2023
3:00 PM

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

AGENDA

A. Meeting Call to Order

B. Approval of Minutes - 10-10-23

C. Review/Discussion of Resolution(s)

D. Review/Discussion of Ordinance(s)

°23-143: AMEND THE GRANTS BUDGET: APPROPRIATE FEDERAL FUNDING OF \$198,854 TO THE JUSTICE ASSISTANCE GRANT (JAG) 2023 GRANT FOR THE NEW CASTLE COUNTY DEPARTMENT OF PUBLIC SAFETY, DIVISION OF POLICE Introduced by: Mr. Bell, Ms. Hartley-Nagle

°23-144: AMEND THE GRANTS BUDGET: APPROPRIATE FEDERAL FUNDING OF \$550,000 TO THE CONNECT AND PROTECT 911 JMHCP GRANT TO BE ADMINISTERED BY THE DEPARTMENT OF PUBLIC SAFETY, DIVISION OF POLICE Introduced by: Mr. Bell, Ms. Hartley-Nagle

°23-145: AMEND THE FY2024 OPERATING BUDGET: APPROPRIATE \$100,000 IN FUNDING FROM THE STATE OF DELAWARE TO SUPPORT A FIRE SERVICE FINANCIAL REVIEW AND ANALYSIS TO BE ADMINISTERED BY THE OFFICE OF THE COUNTY EXECUTIVE Introduced by: Mr. Bell, Mr. Smiley, Mr. Cartier, Ms. Hartley-Nagle

°23-148: CREATING THE NEW CASTLE COUNTY POLICE ACCOUNTABILITY BOARD AND A POSITION TO SUPPORT ITS OPERATION BY AMENDING NEW CASTLE COUNTY CODE CHAPTER 2 ("ADMINISTRATION"), ARTICLE 5 ("DEPARTMENTS AND OFFICES") AND AMENDING THE FY 2024 APPROVED OPERATING BUDGET TO INCREASE THE AUTHORIZED POSITION COUNT BY ONE GENERAL FUND POSITION WITHIN THE EXECUTIVE OFFICE AND AMENDING PAY PLAN AND RATES OF PAY FOR THE NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE Introduced by: Mr. Street, Mr. Bell, Ms. Hartley-Nagle

°23-151: (TO BE VOTED 11/28/23) AMEND THE GRANTS BUDGET: APPROPRIATE \$9,003.48 IN INTEREST INCOME TO CORONAVIRUS EMERGENCY FUNDS GRANT, WHICH IS

ADMINISTERED BY THE DEPARTMENT OF PUBLIC SAFETY, DIVISION OF POLICE Introduced by: Mr. Bell, Ms. Hartley-Nagle

°23-152: (TO BE VOTED 11/28/23) AMEND THE GRANTS BUDGET: REALIGN \$95,544.00 IN FUNDS FROM THE STATE OF DELAWARE DEPARTMENT OF SAFETY AND HOMELAND SECURITY TO THE FY2023 FUNDS TO COMBAT VIOLENT CRIME GRANT FOR THE DEPARTMENT OF PUBLIC SAFETY, DIVISION OF POLICE Introduced by: Mr. Bell, Ms. Hartley-Nagle

E. Presentations

Police Accountability

F. Other

G. Public Comment

H. Adjournment

AGENDA POSTED: November 7, 2023

*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  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. Bell, Ms. Hartley-Nagle
Date of introduction: October 24, 2023

ORDINANCE NO. 23-143

**AMEND THE GRANTS BUDGET:
APPROPRIATE FEDERAL FUNDING OF \$198,854 TO THE JUSTICE ASSISTANCE GRANT
(JAG) 2023 GRANT FOR THE NEW CASTLE COUNTY DEPARTMENT OF PUBLIC
SAFETY, DIVISION OF POLICE**

WHEREAS, funding has been awarded from the Bureau of Justice Assistance to the New Castle County, Department of Public Safety, Division of Police, Justice Assistance Grant (JAG) – 2023 Grant; and

WHEREAS, the JAG program, administered by the Bureau of Justice Assistance, is the leading source of Federal Justice funding to State and Local jurisdictions and provides New Castle County with critical funding to support a range of police related programs; and

WHEREAS, this award will support police overtime, specialized police training and the purchase of K9 and recruitment supplies and night vision goggles; 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 October 1, 2022.

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 funding of \$198,854 to the Justice Assistance Grant (JAG) 2023 Grant. This funding will be used by the Department of Public Safety, Division of Police for police overtime, specialized police training and the purchase of K9 and recruitment supplies and night vision goggles.

It is the intent of the County Council that the provisions of this Ordinance shall be effective retroactive to October 1, 2022.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating federal funding of \$198,854 to the Justice Assistance Grant (JAG) 2023 Grant.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget of \$198,854. This increase will impact FY2023, FY2024, FY2025, FY2026 and FY2027, since the targeted program completion date of this award is September 30, 2026. In addition, the Department will provide an Operating Budget match of \$32,250.18 from Approved Operating funds in the Department of Public Safety to cover the reduced costs of employee benefits. The operating expenses for the additional canine is included in their current Approved Operating budget.

There will be no fiscal impact beyond FY2027 as a result of this grant award.

DEPARTMENT: Public Safety

EXHIBIT: "A"

GRANT TITLE: JAG 2023

Ordinance No. 23-143

PROGRAM TITLE: JAG 2023

Expense	Current	Change	Revised
Salaries and Wages	\$ 69,417.45	\$ -	\$ 69,417.45
Benefits	\$ 5,582.55	\$ -	\$ 5,582.55
Training/Civic Affairs	\$ 95,854.00	\$ -	\$ 95,854.00
Communication/Utilities	\$ -	\$ -	\$ -
Materials/Supplies	\$ 10,000.00	\$ -	\$ 10,000.00
Contractual Services	\$ -	\$ -	\$ -
Equipment	\$ 12,000.00	\$ -	\$ 12,000.00
Grants/Fixed Charges	\$ 6,000.00	\$ -	\$ 6,000.00
Land and Structures	\$ -	\$ -	\$ -
Contingency	\$ -	\$ -	\$ -
Operating Transfer Charges	\$ -	\$ -	\$ -
Operating Transfer Credits	\$ -	\$ -	\$ -
Total	\$ 198,854.00	\$ -	\$ 198,854.00

Revenue	Current	Change	Revised
Federal	\$ 198,854.00	\$ -	\$ 198,854.00
State		\$ -	\$ -
County	\$ -	\$ -	\$ -
Program Income	\$ -	\$ -	\$ -
Other	\$ -	\$ -	\$ -
Total	\$ 198,854.00	\$ -	\$ 198,854.00

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 10/1/2022

Estimated Program Completion: 9/30/2026

Operating Budget Match \$ 35,250.18

Found in: Police (10200305-10200308)

**Ordinance
Passed:**

Date Revised:

PROGRAM DESCRIPTION:

The Justice Assistance Grant (JAG) Program provides crucial funding to the New Castle County Division of Police. This grant will support police overtime to reduce crime in identified high crime areas of the County, fund specialized training for police officers and support the purchase of a police canine, recruitment supplies and equipment.

10/24/2023

Introduced by: Mr. Bell, Ms. Hartley-Nagle

Date of introduction: October 24, 2023

ORDINANCE NO. 23-144

**AMEND THE GRANTS BUDGET:
APPROPRIATE FEDERAL FUNDING OF \$550,000 TO THE CONNECT AND
PROTECT 911 JMHCP GRANT TO BE ADMINISTERED BY THE DEPARTMENT OF
PUBLIC SAFETY, DIVISION OF POLICE**

WHEREAS, funding has been awarded from the United States Department of Justice, Office of Justice Programs to the New Castle County, Department of Public Safety, Division of Police, Connect and Protect 911 JMHCP Grant; and

WHEREAS, the project will place two contractual mental health professionals (MHP) into the 911 Operations Center to redirect calls that are identified as being mental health related; and

WHEREAS, the MHP will connect those in need to the mental health treatment system as opposed to the Criminal Justice system, freeing up critical emergency services; and

WHEREAS, the County Executive has determined that grants received 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. 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.

Section 3. It is the intent of the County Council that the provisions of this Ordinance shall be effective retroactive to October 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, will appropriate federal funding of \$550,000 to the Connect and Protect 911 JMHCP Grant. The project will place two contractual mental health professionals (MHP) into the 911 Operations Center to redirect calls that are identified as being mental health related. The MHP will connect those in need to the mental health treatment system as opposed to the Criminal Justice system, freeing up critical emergency services.

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

FISCAL NOTE: This Ordinance, if approved, will appropriate federal funding of \$550,000 to the Connect and Protect 911 JMHCP Grant. The project will place two contractual mental health professionals (MHP) into the 911 Operations Center to redirect calls that are identified as being mental health related. The MHP will connect those in need to the mental health treatment system as opposed to the Criminal Justice system, freeing up critical emergency services.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget of \$550,000. The increase will affect FY2024, FY2025, FY2026 and FY2027, since the targeted program completion date of this award is September 30, 2026. In addition, the Department will provide an Operating Budget match of \$231,250 for the duration of the grant from Approved Operating funds in the Department of Public Safety comprised of the salary and benefits of the Assistant Chief who will serve as the program director for this award.

There will be no fiscal impact beyond FY2027 as a result of this grant award.

DEPARTMENT:

Public Safety

GRANT TITLE:

Connect and Protect 911 JMHCP

PROGRAM TITLE:

Connect and Protect 911 JMHCP

EXHIBIT:

"A"

Ordinance No.

23-144

Expense	Current	Change	Revised
Salaries and Wages	\$ 40,049.00	\$ -	\$ 40,049.00
Benefits	\$ 23,665.00	\$ -	\$ 23,665.00
Training/Civic Affairs	\$ 30,858.00	\$ -	\$ 30,858.00
Communication/Utilities	\$ 1,200.00	\$ -	\$ 1,200.00
Materials/Supplies	\$ 399.00	\$ -	\$ 399.00
Contractual Services	\$ 453,829.00	\$ -	\$ 453,829.00
Equipment	\$ -	\$ -	\$ -
Grants/Fixed Charges	\$ -	\$ -	\$ -
Land and Structures	\$ -	\$ -	\$ -
Contingency	\$ -	\$ -	\$ -
Operating Transfer Charges	\$ -	\$ -	\$ -
Operating Transfer Credits	\$ -	\$ -	\$ -
Total	\$ 550,000.00	\$ -	\$ 550,000.00

Revenue	Current	Change	Revised
Federal	\$ 550,000.00	\$ -	\$ 550,000.00
State	\$ -	\$ -	\$ -
County	\$ -	\$ -	\$ -
Program Income	\$ -	\$ -	\$ -
Other	\$ -	\$ -	\$ -
Total	\$ 550,000.00	\$ -	\$ 550,000.00

SUPPLEMENTAL INFORMATION

Estimated Program Initiation:

10/1/2023

Estimated Program Completion:

9/30/2026

County Match:

\$ 231,250.00

Found in (ORG):

10200501 - Emergency Communications - Admin

Ordinance Passed:

Date Revised:

PROGRAM DESCRIPTION:

The project will place two mental health professionals (MHP) into the 911 Operations Center to redirect calls that are identified as being mental health related. The MHP will connect those in need to the mental health treatment system as opposed to the Criminal Justice system, freeing up critical emergency resources. The call takers answering these emergency calls will make the critical assessment of the health and safety of those involved in each call. They will determine whether help is needed, and if it should be led by law enforcement officers, emergency medical services or a mental health professional.

10/24/2023

Introduced by: Mr. Bell, Mr. Smiley, Mr. Cartier,
Ms. Hartley-Nagle

Date of introduction: October 24, 2023

ORDINANCE NO. 23-145

**AMEND THE FY2024 OPERATING BUDGET:
APPROPRIATE \$100,000 IN FUNDING FROM THE STATE OF DELAWARE TO SUPPORT A
FIRE SERVICE FINANCIAL REVIEW AND ANALYSIS TO BE ADMINISTERED BY THE
OFFICE OF THE COUNTY EXECUTIVE**

WHEREAS, the county recognizes a need to better understand the current financial state of the Fire Service, including financial analysis and recommendations for the sustainability of the Fire Rescue and Basic Life Support (BLS) services across the county; and

WHEREAS, the County has appropriated \$200,000 in the FY2024 Operating Budget for a Fire Service Financial Review and Analysis; and

WHEREAS, the Office of the County Executive and Department of Public Safety has been awarded \$100,000 in funding from the State of Delaware through the FY2024 Grant-in-Aid Act (House Bill 197); and

WHEREAS, the State funding will be used to support the Fire Service Financial Review and Analysis; 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 Annual Operating Budget for the fiscal year beginning July 1, 2023 is hereby amended by deleting the material bracketed and stricken and adding the material underscored on the attached Exhibit "A."

Section 2. An appropriation of \$100,000 from the State of Delaware is hereby approved in order to support the Fire Service Financial Review and Analysis.

Section 3. The foregoing amendment shall be considered a part of the Annual Operating Budget for the fiscal year beginning July 1, 2023, and shall be effective retroactively as though incorporated initially in the Annual Operating Budget.

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 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 \$100,000 in funding from the State of Delaware through the FY2024 Grant-in-Aid Act (House Bill 197) to the Office of the County Executive to support a Fire Service Financial Review and Analysis.

The Office of the County Executive and the Department of Public Safety will be working collaboratively with a selected vendor through the formal procurement process to complete a Fire Service Financial Review and Analysis.

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

FISCAL NOTE: This Ordinance, if approved, will amend the FY2024 Operating Budget by appropriating \$100,000 in funding from the State of Delaware through the FY2024 Grant-in-Aid Act (House Bill 197) to the Office of the County Executive to support a Fire Service Financial Review and Analysis.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the FY2024 Operating Budget in the amount of \$100,000. There is no anticipated fiscal impact on the Operating Budget.

COUNTY COUNCIL

Salaries and Wages		\$	2,428,665
Benefits			1,428,590
Training and Civic Affairs			71,004
Communication and Utilities			17,849
Materials and Supplies			60,926
Contractual Services			253,148
Equipment			1,600
Grants and Fixed Charges			431,482
Operating Transfer Charges			161,959
Total		\$	4,855,223
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		<u>248,565</u>
Equipment			1,000
Grants and Fixed Charges			743,000
Contingency			55,000
Operating Transfer Charges			82,016
Total	3,922,521	\$	<u>4,022,521</u>
Total Authorized Full-Time Positions	15		

DEPARTMENT OF ADMINISTRATION

Salaries and Wages		\$	12,223,612
Benefits			8,338,475
Training and Civic Affairs			130,625
Communication and Utilities			8,308,491
Materials and Supplies			158,147
Contractual Services			6,762,985
Equipment			392,056
Grants and Fixed Charges			3,925,350
Operating Transfer Charges			1,163,161
Operating Transfer Credits			(12,098,321)
Total		\$	26,379,623
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		4,523,681
Contractual Services		10,366,975
Equipment		484,333
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		20,232
Communication and Utilities		951,132
Materials and Supplies		1,383,163
Contractual Services		2,334,162
Equipment		19,900
Grants and Fixed Charges		3,110,149
Operating Transfer Charges		1,231,237
Operating Transfer Credits		(190,829)
Total	\$	25,932,415
Total Authorized Full-Time Positions	160	

DEPARTMENT OF PUBLIC SAFETY

Salaries and Wages	\$	67,200,807
Benefits		39,140,036
Training and Civic Affairs		178,869
Communication and Utilities		1,010,888
Materials and Supplies		1,040,811
Contractual Services		2,195,206
Equipment		1,471,072
Grants and Fixed Charges		6,492,175
Operating Transfer Charges		7,298,634
Total	\$	126,028,498
Total Authorized Full-Time Positions	711	

REGISTER OF WILLS

Salaries and Wages	\$	1,111,172
Benefits		634,647
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	\$	1,953,891
Total Authorized Full-Time Positions	20	

RECORDER OF DEEDS

Salaries and Wages	\$	1,232,844
Benefits		712,707
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	\$	2,287,316
Total Authorized Full-Time Positions		23

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		30,043
Equipment Replacement		6,000
Operating Transfer Charges		31,776
Total	\$	846,527
Total Authorized Full-Time Positions		7

DEBT SERVICE

Debt Service	\$	45,540,069
Land and Structures		
Contingency		
Intragovernmental Service Charges		
Intragovernmental Service Credits		
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	\$	1,619,958
Total	\$	1,619,958

NEW CASTLE COUNTY

Salaries and Wages		\$	128,178,603
Benefits			74,360,214
Training and Civic Affairs			676,771
Communication and Utilities			35,270,622
Materials and Supplies			7,354,247
Contractual Services	<u>24,122,084</u>		<u>24,222,084</u>
Equipment			2,444,736
Grants and Fixed Charges			15,970,763
Debt Service			45,540,069
Land and Structures			35,000
Contingency			2,979,958
Operating Transfer Charges			16,333,443
Operating Transfer Credits			(20,531,152)
<i>Sub-Total New Castle County</i>	<u>332,735,358</u>	\$	<u>332,835,358</u>
<i>Total Authorized Full-Time Positions</i>	<i>1,661</i>		

RESERVE ACCOUNTS AS OF SEPTEMBER 26, 2023

Tax Stabilization Reserve Account (Unaudited)	74,008,702
Sewer Rate Stabilization Reserve Account (Unaudited)	8,484,160
General Fund Budget Reserve Account	44,592,418
Sewer Fund Budget Reserve Account	18,872,304
<i>Total Reserves:</i>	<u>145,957,584</u>

Introduced by: Mr. Street, Mr. Bell,
Ms. Hartley-Nagle
Date of introduction: October 24, 2023

ORDINANCE NO. 23-148

**CREATING THE NEW CASTLE COUNTY POLICE ACCOUNTABILITY BOARD
AND A POSITION TO SUPPORT ITS OPERATION BY AMENDING NEW CASTLE
COUNTY CODE CHAPTER 2 (“ADMINISTRATION”), ARTICLE 5 (“DEPARTMENTS
AND OFFICES”) AND AMENDING THE FY 2024 APPROVED OPERATING BUDGET
TO INCREASE THE AUTHORIZED POSITION COUNT BY ONE GENERAL FUND
POSITION WITHIN THE EXECUTIVE OFFICE AND AMENDING PAY PLAN AND
RATES OF PAY FOR THE NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF
THE EXECUTIVE OFFICE**

WHEREAS, the Police Officer Standards and Training Commission (the “Commission”), under its authority provided by 11 *Del. C.* § 8404, requires that all police departments establish, either individually or in combination with other departments, police accountability committees or boards to provide advice to departments on policy, training, and other issues relating to or affecting the department and the communities served by the department; and

WHEREAS, the creation of the New Castle County Police Accountability Board (the “Board”) will provide community members an opportunity to provide input over how communities are policed. In addition, the New Castle County Division of Police will benefit from constructive feedback to reform police policies and practices, improve police-community relations, and enhance public safety; and

WHEREAS, the Commission recommends that each police accountability committee or board include in its membership a religious leader from the community and members of the community who have been impacted directly or are immediate family members or caregivers of those impacted by the juvenile or adult criminal justice system; and

WHEREAS, the Commission requires that non-officer members, within 1 year of appointment, complete 20 hours of community training with the departments overseen by the applicable board, which may include ride-alongs or a citizen’s police academy; and

WHEREAS, there is a need for one position to support the Board to provide clerical, technical, and other services required by the Board in the performance of its official duties, which shall be independent from the Department of Public Safety; and

WHEREAS, this legislation would authorize one additional general fund Executive Assistant position within the Executive Office to provide such support.

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

Section 1. *New Castle County Code* Chapter 2 (“Administration”), Article 5 (“Departments and Offices”), Division 2.05.200 (“Department of Public Safety”), is hereby amended by adding the underscored material set forth below:

Sec. 2.05.204 Police Accountability Board.

- A. The Police Accountability Board (“Board”) shall consist of 11 members appointed by the County Executive with the advice and consent of County Council. The County Executive shall solicit recommendations from non-profit organizations. The Board shall elect the chairperson and vice chairperson from among its members. Board members shall serve two (2) year terms, which may be renewed. No voting members shall be current or former members of law-enforcement or affiliated with law-enforcement. Membership shall include:
1. Social service organizations shall submit nominees from which the County Executive shall choose two (2) members of the community who have been impacted directly or are immediate family members or caregivers of those impacted by the juvenile or adult criminal justice system;
 2. Civil rights organizations shall submit nominees from which the County Executive shall choose two (2) criminal justice reform advocates;
 3. Faith-based organizations shall submit nominees from which the County Executive shall choose one (1) religious leader from the community who has experience with justice-involved individuals;
 4. Education organizations shall submit nominees from which the County Executive shall choose one (1) member of the education community;
 5. Mental health organizations shall submit nominees from which the County Executive shall choose one (1) member from the mental health treatment community as defined by the National Alliance on Mental Illness;
 6. Victims’ rights organizations shall submit nominees from which the County Executive shall choose one (1) member of the victims’ rights community who was a victim or relative of a victim of violent crime; and
 7. Three (3) at-large members.
- B. The New Castle County Public Safety Director or their designee shall be an ex-officio member of the Board without voting powers. The New Castle County Chief of Police or their designee shall be an ex-officio member of the Board without voting powers.
- C. The full-time position supporting the Police Accountability Board, which shall be independent from the Department of Public Safety, shall provide clerical, technical, and other services required by the Board in the performance of its official duties. Legal services shall be furnished by the Office of Law to ensure independent counsel.
- D. All Board members shall submit to a cursory background investigation consisting of a criminal history check.
- E. The Board is empowered to develop its own bylaws and determine how the Board members shall meet their 20 hours of community training requirement, with the advice of the

Executive Office, the Department of Public Safety, the Division of Police, and the Office of Law.

F. The Board generally shall advise the Department of Public Safety and the Division of Police on policy, training, and other issues relating to or affecting the department and the communities served by the department. Additionally, the Board shall:

1. Conduct community outreach and hold public forums to solicit public feedback;
2. Review and provide recommendation regarding police policies and procedures, including police misconduct complaints, discipline, use of force, recruiting practices, and crime preventions strategies. The review of misconduct complaints, discipline, and use of force will include only information permitted by Delaware law;
3. Offer constructive criticism to improve police-community relations;
4. Review and analyze data and information regarding arrest data and police misconduct data; and
5. Provide recommendations on future police reform.

G. The Board shall meet at least ten (10) times annually, including hosting public forums quarterly. The Board shall also create a feedback form to solicit input from the public.

H. The Board shall publish an annual report including recommendations to the County Executive, County Council, Department of Public Safety, Division of Police, and the Delaware Department of Justice. The annual report shall include data published by the Division of Police and detailed narratives published by the Criminal Justice Council involving New Castle County Police Officers. The Board shall present the annual report to County Council at a public County Council meeting. The Department of Public Safety shall respond to the recommendations within 90 days of receipt and provide an update on the status of any recommendations being implemented within 6 months of receipt.

I. All Board meetings will be held in accordance with all public meeting laws.

J. Compensation - Members of the Police Accountability Board shall be compensated according to Section 26.01.009. Board members shall not be compensated for partial attendance at meetings.

Section 2. The Annual Operating Budget for the fiscal year beginning July 1, 2023, is hereby amended by deleting the material stricken and adding the material underscored on the attached “Exhibit A.”

Section 3. The pay plans and rates of pay for the board members noted on the attached “Exhibit B-E” are hereby amended by deleting the material that is stricken and adding the material that is underscored as reflected on “Exhibit B-E”.

Section 4. The foregoing amendment shall be considered a part of the Annual Operating Budget for the fiscal year beginning July 1, 2023, and shall be effective retroactively, as though incorporated initially in the Annual Operating Budget.

Section 5. 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
of New Castle County

SYNOPSIS: This Ordinance, if approved, creates the Police Accountability Board, consistent with 11 *Del. C.* § 8404 of the Delaware Code. This Ordinance also creates (1) one full-time general funded position (Executive Assistant), independent from the Department of Public Safety, within the Executive Office to support the Police Accountability Board; and provides compensation to the Police Accountability Board members for attendance at meetings.

FISCAL NOTE: This Ordinance, if approved, will amend the FY2024 Approved Operating Budget by authorizing one additional full-time general funded position (Executive Assistant), which is independent from the Department of Public Safety, to support the Police Accountability Board. This Ordinance also provides compensation to the Police Accountability Board members for attendance at meetings.

The authorized position count for the Executive Office will increase from 15 to 16 and the total authorized position count for New Castle County will increase from 1,661 to 1,662. This increase will affect FY2024 and all future fiscal years since the intent of the position is to provide on-going support for the Police Accountability Board.

The FY2024 Approved Operating Budget includes a general fund personnel contingency which is anticipated to cover the increased cost of salaries and benefits, including the compensation for the Police Accountability Board members for FY2024. The fiscal impact for salaries and benefits is estimated to be as follows:

FY2024 \$76,058

FY2025 \$121,189

FY2026 \$123,921

COUNTY COUNCIL

Salaries and Wages	\$	2,428,665
Benefits		1,428,590
Training and Civic Affairs		71,004
Communication and Utilities		17,849
Materials and Supplies		60,926
Contractual Services		253,148
Equipment		1,600
Grants and Fixed Charges		431,482
Operating Transfer Charges		161,959
Total	\$	4,855,223
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		743,000
Contingency		55,000
Operating Transfer Charges		82,016
Total	\$	3,922,521
Total Authorized Full-Time Positions	<u>16</u>	15

DEPARTMENT OF ADMINISTRATION

Salaries and Wages	\$	12,223,612
Benefits		8,338,475
Training and Civic Affairs		130,625
Communication and Utilities		8,308,491
Materials and Supplies		158,147
Contractual Services		6,762,985
Equipment		392,056
Grants and Fixed Charges		3,925,350
Operating Transfer Charges		1,163,161
Operating Transfer Credits		(12,098,321)
Total	\$	26,379,623
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		4,523,681
Contractual Services		10,366,975
Equipment		484,333
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		20,232
Communication and Utilities		951,132
Materials and Supplies		1,383,163
Contractual Services		2,334,162
Equipment		19,900
Grants and Fixed Charges		3,110,149
Operating Transfer Charges		1,231,237
Operating Transfer Credits		(190,829)
Total	\$	25,932,415
Total Authorized Full-Time Positions	160	

DEPARTMENT OF PUBLIC SAFETY

Salaries and Wages	\$	67,200,807
Benefits		39,140,036
Training and Civic Affairs		178,869
Communication and Utilities		1,010,888
Materials and Supplies		1,040,811
Contractual Services		2,195,206
Equipment		1,471,072
Grants and Fixed Charges		6,492,175
Operating Transfer Charges		7,298,634
Total	\$	126,028,498
Total Authorized Full-Time Positions	711	

REGISTER OF WILLS

Salaries and Wages	\$	1,111,172
Benefits		634,647
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	\$	1,953,891
Total Authorized Full-Time Positions	20	

RECORDER OF DEEDS

Salaries and Wages	\$	1,232,844
Benefits		712,707
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	\$	2,287,316
Total Authorized Full-Time Positions	23	

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		30,043
Equipment Replacement		6,000
Operating Transfer Charges		31,776
Total	\$	846,527
Total Authorized Full-Time Positions	7	

DEBT SERVICE

Debt Service	\$	45,540,069
Land and Structures		
Contingency		
Intragovernmental Service Charges		
Intragovernmental Service Credits		
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	\$	1,619,958
Total	\$	1,619,958

NEW CASTLE COUNTY

Salaries and Wages	\$	128,178,603
Benefits		74,360,214
Training and Civic Affairs		676,771
Communication and Utilities		35,270,622
Materials and Supplies		7,354,247
Contractual Services		24,122,084
Equipment		2,444,736
Grants and Fixed Charges		15,970,763
Debt Service		45,540,069
Land and Structures		35,000
Contingency		2,979,958
Operating Transfer Charges		16,333,443
Operating Transfer Credits		(20,531,152)
Sub-Total New Castle County	\$	332,735,358
Total Authorized Full-Time Positions	<u>1,662</u>	1,661

RESERVE ACCOUNTS AS OF SEPTEMBER 26, 2023

Tax Stabilization Reserve Account (Unaudited)	74,008,702
Sewer Rate Stabilization Reserve Account (Unaudited)	8,484,160
General Fund Budget Reserve Account	44,592,418
Sewer Fund Budget Reserve Account	18,872,304
Total Reserves:	145,957,584

**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
EXECUTIVE ASSISTANT I	22	45,667	47,951	50,348	52,866	55,509	58,285	61,199	64,259	67,472	70,845
OFFICE OF LAW PARALEGAL	24	50,350	52,867	55,510	58,286	61,200	64,260	67,473	70,846	74,389	78,109
PARALEGAL TO THE COUNTY ATTORNEY	25	52,868	55,511	58,287	61,201	64,261	67,474	70,847	74,390	78,110	82,015
EXECUTIVE ASSISTANT II LAW ENFORCEMENT TECHNICIAN	26 26	55,511	58,287	61,201	64,261	67,474	70,847	74,390	78,110	82,015	86,116
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 STAFF DIRECTOR	30 30	67,474	70,847	74,390	78,110	82,015	86,116	90,422	94,943	99,690	104,675
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 DIRECTOR OF COMMUNICATIONS EXECUTIVE ASSISTANT IV	34 34 34	82,016	86,117	90,423	94,944	99,691	104,676	109,909	115,404	121,174	127,233
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 CHIEF OF TECHNOLOGY AND ADMIN SERVICES COMMUNITY SERVICES DEPT. GEN. MANAGER	38 38 38	99,692	104,677	109,910	115,405	121,176	127,235	133,597	140,277	147,291	154,656
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 CHIEF OF STAFF COUNTY ATTORNEY DEPUTY CHIEF ADMINISTRATIVE OFFICER DIRECTOR OF PUBLIC SAFETY LAND USE DEPARTMENT GENERAL MANAGER POLICY DIRECTOR FOR THE COUNTY EXECUTIVE PUBLIC WORKS DEPARTMENT GENERAL MGR.	40 40 40 40 40 40 40 40	109,910	115,405	121,176	127,235	133,597	140,276	147,290	154,655	162,387	170,506
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									
MEMBER, POLICE ACCOUNTABILITY BOARD		\$100 PER REGULAR MEETING AND \$100 PER SPECIAL MEETING									

Effective: 07/01/2023 (Ordinance 23-063)
Revised: 07/01/2023 (Ordinance 23-086)
Revised: xx/xx/xxxx (Ordinance 23-xxx)

**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
EXECUTIVE ASSISTANT I	22	46,809	49,150	51,607	54,188	56,897	59,743	62,729	65,866	69,159	72,617
OFFICE OF LAW PARALEGAL	24	51,609	54,189	56,898	59,744	62,730	65,867	69,160	72,618	76,249	80,062
PARALEGAL TO THE COUNTY ATTORNEY	25	54,190	56,899	59,745	62,732	65,868	69,161	72,619	76,250	80,063	84,066
EXECUTIVE ASSISTANT II LAW ENFORCEMENT TECHNICIAN	26 26	56,899	59,745	62,732	65,868	69,161	72,619	76,250	80,063	84,066	88,269
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 STAFF DIRECTOR	30 30	69,161	72,619	76,250	80,063	84,066	88,269	92,683	97,317	102,183	107,292
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 DIRECTOR OF COMMUNICATIONS EXECUTIVE ASSISTANT IV	34 34 34	84,067	88,270	92,684	97,318	102,184	107,293	112,657	118,290	124,204	130,414
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 CHIEF OF TECHNOLOGY AND ADMIN SERVICES COMMUNITY SERVICES DEPT. GEN. MANAGER	38 38 38	102,185	107,294	112,658	118,291	124,206	130,416	136,937	143,784	150,974	158,523
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 CHIEF OF STAFF COUNTY ATTORNEY DEPUTY CHIEF ADMINISTRATIVE OFFICER DIRECTOR OF PUBLIC SAFETY LAND USE DEPARTMENT GENERAL MANAGER POLICY DIRECTOR FOR THE COUNTY EXECUTIVE PUBLIC WORKS DEPARTMENT GENERAL MGR.	40 40 40 40 40 40 40 40	112,658	118,291	124,206	130,416	136,937	143,783	150,973	158,522	166,447	174,769
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									
MEMBER, POLICE ACCOUNTABILITY BOARD		<u>\$100 PER MEMBER, \$100 PER MEMBER \$100 PER MEMBER \$100 PER MEMBER \$100 PER MEMBER \$100 PER MEMBER \$100 PER</u>									

Effective: 07/01/2024 (Ordinance 23-063)
Revised: 07/01/2024 (Ordinance 23-086)
Revised: xx/xx/xxxx (Ordinance 23-xxx)

**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
EXECUTIVE ASSISTANT I	22	47,980	50,379	52,898	55,543	58,320	61,237	64,298	67,513	70,888	74,433
OFFICE OF LAW PARALEGAL	24	52,900	55,544	58,321	61,238	64,299	67,512	70,889	74,434	78,156	82,064
PARALEGAL TO THE COUNTY ATTORNEY	25	55,545	58,322	61,239	64,301	67,515	70,891	74,435	78,157	82,065	86,168
EXECUTIVE ASSISTANT II LAW ENFORCEMENT TECHNICIAN	26 26	58,322	61,239	64,301	67,515	70,891	74,435	78,157	82,065	86,168	90,476
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 STAFF DIRECTOR	30 30	70,891	74,435	78,157	82,065	86,168	90,476	95,001	99,750	104,738	109,975
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 DIRECTOR OF COMMUNICATIONS EXECUTIVE ASSISTANT IV	34 34 34	86,169	90,477	95,002	99,751	104,739	109,976	115,474	121,248	127,310	133,675
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 CHIEF OF TECHNOLOGY AND ADMIN SERVICES COMMUNITY SERVICES DEPT. GEN. MANAGER	38 38 38	104,740	109,977	115,475	121,249	127,312	133,677	140,361	147,379	154,749	162,487
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 CHIEF OF STAFF COUNTY ATTORNEY DEPUTY CHIEF ADMINISTRATIVE OFFICER DIRECTOR OF PUBLIC SAFETY LAND USE DEPARTMENT GENERAL MANAGER POLICY DIRECTOR FOR THE COUNTY EXECUTIVE PUBLIC WORKS DEPARTMENT GENERAL MGR.	40 40 40 40 40 40 40 40	115,475	121,249	127,312	133,677	140,361	147,378	154,748	162,486	170,609	179,139
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									
MEMBER, POLICE ACCOUNTABILITY BOARD		\$100 PER REGULAR MEETING AND \$100 PER SPECIAL MEETING									

Effective: 07/01/2025 (Ordinance 23-063)
Revised: 07/01/2025 (Ordinance 23-086)
Revised: xx/xx/xxxx (Ordinance 23-xxx)

**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
EXECUTIVE ASSISTANT I	22	49,180	51,639	54,221	56,932	59,778	62,768	65,906	69,201	72,661	76,294
OFFICE OF LAW PARALEGAL	24	54,223	56,933	59,780	62,769	65,907	69,202	72,662	76,295	80,110	84,116
PARALEGAL TO THE COUNTY ATTORNEY	25	56,934	59,781	62,770	65,909	69,203	72,664	76,296	80,111	84,117	88,323
EXECUTIVE ASSISTANT II LAW ENFORCEMENT TECHNICIAN	26 26	59,781	62,770	65,909	69,203	72,664	76,296	80,111	84,117	88,323	92,738
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 STAFF DIRECTOR	30 30	72,664	76,296	80,111	84,117	88,323	92,738	97,377	102,244	107,357	112,725
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 DIRECTOR OF COMMUNICATIONS EXECUTIVE ASSISTANT IV	34 34 34	88,324	92,739	97,378	102,245	107,358	112,726	118,361	124,280	130,493	137,017
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 CHIEF OF TECHNOLOGY AND ADMIN SERVICES COMMUNITY SERVICES DEPT. GEN. MANAGER	38 38 38	107,359	112,727	118,362	124,281	130,495	137,019	143,871	151,064	158,618	166,550
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 CHIEF OF STAFF COUNTY ATTORNEY DEPUTY CHIEF ADMINISTRATIVE OFFICER DIRECTOR OF PUBLIC SAFETY LAND USE DEPARTMENT GENERAL MANAGER POLICY DIRECTOR FOR THE COUNTY EXECUTIVE PUBLIC WORKS DEPARTMENT GENERAL MGR.	40 40 40 40 40 40 40 40	118,362	124,281	130,495	137,019	143,871	151,063	158,617	166,549	174,875	183,618
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									
MEMBER, POLICE ACCOUNTABILITY BOARD		\$100 PER REGULAR MEETING AND \$100 PER SPECIAL MEETING									

Effective: 07/01/2026 (Ordinance 23-063)
Revised: 07/01/2026 (Ordinance 23-086)
Revised: xx/xx/xxxx (Ordinance 23-xxx)

ORDINANCE NO. 23-151

**AMEND THE GRANTS BUDGET:
APPROPRIATE \$9,003.48 IN INTEREST INCOME TO CORONAVIRUS EMERGENCY
FUNDS GRANT, WHICH IS ADMINISTERED BY THE DEPARTMENT OF
PUBLIC SAFETY, DIVISION OF POLICE**

1 **WHEREAS**, original allocated funding in the amount of \$548,419.00 from the
2 U.S. Department of Justice was previously approved by County Council and
3 appropriated to the Coronavirus Emergency Funds Grant via Ordinance 20-046; and
4

5 **WHEREAS**, the realignment of \$175,000.00 in federal funds within the
6 Coronavirus Emergency Funds Grant was previously approved by County Council via
7 Ordinance 21-117 to fund the purchase of disinfection equipment for patrol cars; and
8

9 **WHEREAS**, authorization is sought for the appropriation of \$9,003.48 in interest
10 income to the Coronavirus Emergency Funds Grant to fund equipment purchases for
11 the Department of Public Safety; and
12

13 **WHEREAS**, program income received is sufficient to cover the increase in the
14 Grants Budget as hereinafter amended; and
15

16 **WHEREAS**, Council has determined that the provisions of this Ordinance
17 substantially advance, and are reasonably and rationally related to, legitimate
18 government interests (i.e., promoting the health, safety, morals, convenience, order,
19 prosperity and/or welfare of the present and future inhabitants of this State).
20

21 **NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:**
22

23 Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby
24 amended by adding the material underscored and deleting the material stricken on the
25 attached Exhibit "A."
26

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

Adopted by County Council of
New Castle County on:

Karen Hartley-Nagle
President of County Council
of New Castle County

Approved on:

Matthew Meyer
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will appropriate \$9,003.48 in interest income to the Coronavirus Emergency Funds Grant, which is administered by the Department of Public Safety, Division of Police. These funds will be used for equipment purchases for the Department of Public Safety.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by appropriating \$9,003.48 in interest income to the Coronavirus Emergency Funds Grant, which is administered by the Department of Public Safety, Division of Police.

The fiscal impact of this Ordinance, if approved, will be an increase in the authorized spending authority of the Grants Budget in the amount of \$9,003.48. This increase will affect FY2024 only since the targeted program completion date is January 30, 2024. There is no discernible fiscal impact on the current operating budget.

DEPARTMENT: Public Safety

GRANT TITLE: Coronavirus Emergency Funds

PROGRAM TITLE: Coronavirus Emergency Funds

EXHIBIT: "A"

Ordinance No. 23-151

Expense	Current	Change	Revised
Salaries and Wages	\$ 40,000.00	\$ -	\$ 40,000.00
Benefits	\$ 6,915.00	\$ -	\$ 6,915.00
Training/Civic Affairs	\$ -	\$ -	\$ -
Communication/Utilities	\$ 36,600.00	\$ -	\$ 36,600.00
Materials/Supplies	\$ 135,711.00	\$ -	\$ 135,711.00
Contractual Services	\$ 30,000.00	\$ -	\$ 30,000.00
Equipment	\$ 299,193.00	\$ 9,003.48	\$ 308,196.48
Grants/Fixed Charges	\$ -	\$ -	\$ -
Land and Structures	\$ -	\$ -	\$ -
Contingency	\$ -	\$ -	\$ -
Operating Transfer Charges	\$ -	\$ -	\$ -
Operating Transfer Credits	\$ -	\$ -	\$ -
Total	\$ 548,419.00	\$ 9,003.48	\$ 557,422.48

Revenue	Current	Change	Revised
Federal	\$ 548,419.00	\$ -	\$ 548,419.00
State		\$ -	\$ -
County	\$ -	\$ -	\$ -
Program Income	\$ -	\$ -	\$ -
Other	\$ -	\$ 9,003.48	\$ 9,003.48
Total	\$ 548,419.00	\$ 9,003.48	\$ 557,422.48

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 1/20/2020 **Estimated Program Completion:** 1/30/2024

Operating Budget Match \$ - **Found in:**

Ordinance 20-046, 21-117 **Date Revised:** 4/23/2020, 10/12/2021

Passed:

PROGRAM DESCRIPTION:

Funding is provided through the U.S. Department of Justice and will be used by the New Castle County Department of Public Safety to prevent, prepare for and respond to the Coronavirus pandemic. The funding will support the purchase of personal protection equipment (PPE) supplies for officers, and equipment directly related to the preparation and response to the Coronavirus.

~~10/12/2021~~ 11/14/2023

Prime Sponsor(s): Mr. Bell, Ms. Hartley-Nagle
Requested by: Public Safety
Date of introduction: November 14, 2023

ORDINANCE NO. 23-152

**AMEND THE GRANTS BUDGET:
REALIGN \$95,544.00 IN FUNDS FROM THE STATE OF DELAWARE DEPARTMENT
OF SAFETY AND HOMELAND SECURITY TO THE FY2023 FUNDS TO COMBAT
VIOLENT CRIME GRANT FOR THE DEPARTMENT OF PUBLIC SAFETY,
DIVISION OF POLICE**

1 **WHEREAS**, original allocated funding in the amount of \$494,932.36 from the State
2 of Delaware Department of Safety and Homeland Security, was previously approved by
3 County Council and appropriated to the FY2023 Fund to Combat Violent Crime Grant via
4 Ordinance 22-130; and

5
6 **WHEREAS**, authorization is sought for the realignment of \$95,544.00 in State
7 funds within the FY2023 Fund to Combat Violent Crime Grant to fund the purchase of
8 equipment; and

9
10 **WHEREAS**, Council has determined that the provisions of this Ordinance
11 substantially advance, and are reasonably and rationally related to, legitimate
12 government interests (i.e., promoting the health, safety, morals, convenience, order
13 prosperity and/or welfare of the present and future inhabitants of this State).

14
15 **NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:**

16
17 Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby
18 amended by adding the material on the attached Exhibit "A," which is considered to be
19 underscored in its entirety, attached hereto and made a part thereof.

20
21 Section 2. This Ordinance shall become effective immediately upon its adoption
22 by County Council and approval by the County Executive, or as otherwise provided in 9
23 *Del. C. § 1156*.

Adopted by County Council of
New Castle County on:

Karen Hartley-Nagle
President of County Council
of New Castle County

Approved on:

Matthew Meyer
County Executive
New Castle County

SYNOPSIS: This Ordinance, if approved, will realign \$95,544.00 in State funds within the FY2023 Fund to Combat Violent Crime Grant. The realignment of funds will be used for the purchase of equipment for the Department of Public Safety, Division of Police.

The Fund to Combat Violent Crime Grant is funded by the State of Delaware and is distributed by the Department of Safety and Homeland Security for use by local law enforcement agencies in connection with initiatives to combat violent felonies pursuant to Section 4201(c) of Title 11 of the *Delaware State Code*.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by realigning \$95,544.00 in State funds within the FY2023 Fund to Combat Violent Crimes Grant.

This Ordinance, if approved, will have no fiscal impact. The realignment will affect FY2024 and FY2025 since the targeted program completion date is January 28, 2024.

DEPARTMENT: Public Safety

GRANT TITLE: FY2023 Funds to Combat Violent Crime

PROGRAM TITLE: FY2023 Funds to Combat Violent Crime

EXHIBIT: "A"

Ordinance No. 23-152

Expense	Current	Change	Revised
Salaries and Wages	\$ 239,596.32	\$ (95,544.00)	\$ 144,052.32
Benefits	\$ -	\$ -	\$ -
Training/Civic Affairs	\$ 128,500.00	\$ -	\$ 128,500.00
Communication/Utilities	\$ -	\$ -	\$ -
Materials/Supplies	\$ -	\$ -	\$ -
Contractual Services	\$ -	\$ -	\$ -
Equipment	\$ 107,163.81	\$ 95,544.00	\$ 202,707.81
Grants/Fixed Charges	\$ -	\$ -	\$ -
Land and Structures	\$ -	\$ -	\$ -
Contingency	\$ -	\$ -	\$ -
Operating Transfer Charges	\$ 19,672.23	\$ -	\$ 19,672.23
Operating Transfer Credits	\$ -	\$ -	\$ -
Total	\$ 494,932.36	\$ -	\$ 494,932.36

Revenue	Current	Change	Revised
Federal	\$ -	\$ -	\$ -
State	\$ 494,932.36	\$ -	\$ 494,932.36
County	\$ -	\$ -	\$ -
Program Income	\$ -	\$ -	\$ -
Other	\$ -	\$ -	\$ -
Total	\$ 494,932.36	\$ -	\$ 494,932.36

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 9/13/2022 **Estimated Program Completion:** 1/28/2024

Operating Budget Match \$ 159,047.49 **Found in:** Police (10200304-10200308)

Ordinance 22-130 **Date Revised:** 10/25/2022

Passed:

PROGRAM DESCRIPTION:

The Funds to Combat Violent Crimes Grant is funded by the State of Delaware and is distributed by the Department of Safety and Homeland Security for use by local law enforcement agencies in connection with initiatives to combat violent felonies pursuant to Section 420 (c) of Title 11 of the *Delaware State Code*.

10/25/2022 11/14/2023