



NEW CASTLE COUNTY COUNCIL ADMINISTRATIVE-FINANCE COMMITTEE MEETING

Co-Chair George Smiley, Seventh District
Co-Chair John Cartier, Eighth District

November 28, 2023
4:00 PM

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

AGENDA

A. Call To Order/Roll Call

B. Approval of Minutes - 11-14-2023

C. Review/Discussion of Resolution(s)

R23-208: AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH BIG BROTHERS BIG SISTERS OF DELAWARE TO EXPAND TUTORING AND MENTORING SERVICES WITHIN SCHOOLS IN NEW CASTLE COUNTY FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$100,000.00. Introduced by: Mr. Smiley, Mr. Cartier

R23-209: AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH THE CENTER FOR STRUCTURAL EQUITY, INC. TO CREATE A YOUTH VIOLENCE INTERVENTION PROGRAM FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$150,000.00. Introduced by: Mr. Smiley, Mr. Cartier

R23-210: AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH KIND TO KIDS FOUNDATION TO PROVIDE SERVICES TO IMPACTED YOUTH IN FOSTER CARE FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$100,000.00 Introduced by: Mr. Smiley, Mr. Cartier

R23-211: AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH KINGSWOOD COMMUNITY CENTER, INC. TO ADD NEW TEACHERS TO ITS EARLY LEARNING PROGRAM FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$100,000.00. Introduced by: Mr. Smiley, Mr. Cartier

R23-212: AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH LITERACY DELAWARE, INC. TO SUPPORT AND EXPAND ITS LITERACY PROGRAMS FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$55,000.00 Introduced by: Mr. Smiley, Mr. Cartier

R23-213: AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH THE TEEN WAREHOUSE INC. TO PROVIDE MENTORING SERVICES FOR YOUTH IN THE

SURROUNDING COMMUNITY FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$100,000.00. Introduced by: Mr. Smiley, Mr. Cartier

R23-214: AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH YWCA DELAWARE, INC. TO PROVIDE PREVENTION AND SUPPORT RESOURCES TO THE YOUTH FROM ROSEGATE AND RICHARDSON PARK PROMOTING WELLBEING AND PROTECTIVE FACTORS AGAINST VIOLENCE FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE ADDITIONAL AMOUNT OF \$30,000.00 Introduced by: Mr. Smiley, Mr. Cartier

R23-215: AUTHORIZING THE EXECUTION OF ONE PURCHASE ORDER CONTRACT FOR N. HARRIS COMPUTER CORPORATION SYSTEM INNOVATORS TO ENHANCE AND INTEGRATE THE EXISTING IMAGE CASH LETTER (ICL) SYSTEM FOR EFFICIENT CHECK DEPOSIT PROCESSING FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$8,000.00 Introduced by: Mr. Smiley, Mr. Cartier

R23-216: AUTHORIZING THE EXECUTION OF ONE CONTRACT AGREEMENT WITH MBID OF DELAWARE, LLC TO ASSIST IN THE CREATION OF NEW AFFORDABLE RENTAL HOUSING UNITS IN NEWARK, DELAWARE FOR THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING IN THE AMOUNT OF \$1,000,000.00. Introduced by: Mr. Smiley, Mr. Cartier

R23-217: AUTHORIZING THE EXECUTION OF ONE CONTRACT AGREEMENT WITH WARRIORS HELPING WARRIORS, INC. TO ASSIST WITH THE DEVELOPMENT OF AFFORDABLE HOUSING FOR HOMELESS VETERANS IN MIDDLETOWN, DE FOR THE DEPARTMENT OF COMMUNITY SERVICES, DIVISION OF COMMUNITY DEVELOPMENT AND HOUSING IN THE AMOUNT OF \$331,937.00. Introduced by: Mr. Smiley, Mr. Cartier

R23-218: AUTHORIZING THE EXECUTION OF ONE CONTRACT WITH GRAYSHIFT, LLC TO PURCHASE TWO UNITS OF FORENSIC EQUIPMENT, AND THE ASSOCIATED LICENSES, FOR POLICE INVESTIGATIONS FOR THE DEPARTMENT OF PUBLIC SAFETY, DIVISION OF POLICE IN THE AMOUNT OF \$57,160.64 Introduced by: Mr. Smiley, Mr. Cartier

R23-219: AUTHORIZING THE COUNTY EXECUTIVE TO SIGN THE AMENDED 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

D. Review/Discussion of Ordinance(s)

°23-153: AMEND THE FY2024 CAPITAL PROGRAM AND BUDGET: APPROPRIATE \$700,000 IN FUNDING FROM THE GENERAL FUND TAX STABILIZATION RESERVE ACCOUNT TO THE DEPARTMENT OF PUBLIC WORKS, GENERAL PARKLAND IMPROVEMENTS 2024-2025 CAPITAL PROJECT Introduced by: Mr. Sheldon, Mr. Carter

°23-154: AMEND THE FY2024 CAPITAL PROGRAM AND BUDGET: TRANSFER \$300,000 FROM THE PUBLIC SAFETY PARKING LOT LIGHTING CAPITAL PROJECT TO THE PUBLIC SAFETY BUILDING RENOVATIONS CAPITAL PROJECT Introduced by: Mr. Sheldon, Mr. Carter

°23-155: AMEND THE FY2024 APPROVED OPERATING BUDGET: INCREASE THE AUTHORIZED POSITION COUNT FOR THE DEPARTMENT OF PUBLIC WORKS BY FIVE POSITIONS TO SUPPLEMENT PARK MAINTENANCE Introduced by: Mr. Sheldon, Mr. Carter, Ms. Hartley-Nagle

°23-159: AMEND THE GRANTS BUDGET: APPROPRIATE \$100,000 IN AMERICAN RESCUE PLAN ACT LOCAL ASSISTANCE AND TRIBAL CONSISTENCY FUND FROM THE U.S. DEPARTMENT OF TREASURY Introduced by: Mr. Smiley, Mr. Cartier

°23-141: (STATUS: TABLED) TO AMEND NEW CASTLE COUNTY CODE CHAPTER 2 ("ADMINISTRATION"), ARTICLE 5 ("DEPARTMENTS AND OFFICES"), SECTION 303 ("PURCHASING OF CONTRACT CONSTRUCTION") AND SECTION 502 ("PURCHASING OF SUPPLIES AND CONTRACTUAL SERVICES") Introduced by: Mr. Smiley, Mr. Cartier, Mr. Hollins

E. New Castle County Grant Requests/Community Events

-11/28/23 Grant Matrix

F. Expense and Revenue Round Table

G. Other

- FY2025 Council Budget Submission

H. Public Comment

I. Adjournment

AGENDA POSTED: Tuesday, November 21, 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.

RESOLUTION NO. 23-208

**AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT
WITH BIG BROTHERS BIG SISTERS OF DELAWARE TO EXPAND TUTORING
AND MENTORING SERVICES WITHIN SCHOOLS IN NEW CASTLE COUNTY
FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE
IN THE AMOUNT OF \$100,000.00.**

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery (“CSLFR”) funds under
3 the American Rescue Plan Act of 2021 (“ARPA”), Pub. Law. No. 117-2 from the United
4 States Department of the Treasury (“Treasury”); and
5

6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 “Ordinances”) appropriated the full amount of these CSLFR funds from the Department
8 of the Treasury to the American Rescue Plan Act Grant for New Castle County to respond
9 to the COVID-19 public health emergency and its negative economic impacts; and
10

11 **WHEREAS**, the Ordinances appropriated funding for Non-Profit Grants, which
12 contemplated providing funds for non-profit organizations addressing pandemic-related
13 needs in the community; and
14

15 **WHEREAS**, New Castle County must enter into a subaward agreement with the
16 Big Brothers Big Sisters of Delaware to comply with the Uniform Guidance, 2 CFR Part
17 200; and
18

19 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
20 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
21 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
22 and
23

24 **WHEREAS**, the subaward agreement with Big Brothers Big Sisters of Delaware
25 contemplates transfers of up to \$100,000.00 to provide tutoring and mentoring services
26 to an additional 200 disproportionately impacted youth throughout New Castle County.
27

28 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
29 Castle County that County Council hereby approves the subaward agreement listed on
30 the attached Exhibit “A,” entitled “New Castle County Purchase Requisition/Justification
31 Form,” as a valid contract in excess of \$50,000.00 pursuant to *New Castle County Code*
32 § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Administration, Office of Finance

Big Brothers Big Sisters of Delaware

\$100,000.00

FISCAL IMPACT: This Resolution authorizes the execution of one subaward agreement totaling \$100,000.00. Funding is included in the FY2024 Approved Grant Budget in the American Rescue Plan Act Grant.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION			VENDOR INFORMATION				
NAME	Tonya M. Adkins		FISCAL YR	2024	NAME	Big Brothers Big Sisters of Delaware	
DEPARTMENT	ADMINISTRATION_12		FUND	110 GRANTS	ADDRESS	1001 S. Bradford Street	
ORGANIZATION	11122013 ADMIN - FIN - GRANTS					Dover, DE 19904	
PHONE	(302) 395-5076		REQ#	2406976			
DELIVERY LOCATION							
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Anya Lindsey-Jenkins	
CURRENT VENDOR	☒ YES	☐ NO			PHONE	(302) 998-3577	EXT
VENDOR #	109889				EMAIL	anya@bbbsde.org	FAX #

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

To expand tutoring and mentoring services for disproportionately impacted youth within schools in New Castle County.

To provide an additional 200 students within New Castle County with tutoring and mentoring services.

200 disproportionately impacted students in New Castle County will not have access to tutoring and mentoring services.

V. IS THIS A PASS THROUGH GRANT?		IF YES, AGENCY
☒ YES	☐ NO	

IF YES, AGENCY

[illegible]

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RESOLUTION NO. 23-209

**AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH THE
CENTER FOR STRUCTURAL EQUITY, INC. TO CREATE A YOUTH VIOLENCE
INTERVENTION PROGRAM FOR THE DEPARTMENT OF ADMINISTRATION,
OFFICE OF FINANCE IN THE AMOUNT OF \$150,000.00.**

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery (“CSLFR”) funds under
3 the American Rescue Plan Act of 2021 (“ARPA”), Pub. Law. No. 117-2 from the United
4 States Department of the Treasury (“Treasury”); and
5

6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 “Ordinances”) appropriated the full amount of these CSLFR funds from the Department
8 of the Treasury to the American Rescue Plan Act Grant for New Castle County to respond
9 to the COVID-19 public health emergency and its negative economic impacts; and
10

11 **WHEREAS**, the Ordinances appropriated funding for Non-Profit Grants, which
12 contemplated providing funds for non-profit organizations addressing pandemic-related
13 needs in the community; and
14

15 **WHEREAS**, New Castle County must enter into a subaward agreement with the
16 Center for Structural Equity, Inc. to comply with the Uniform Guidance, 2 CFR Part 200;
17 and
18

19 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
20 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
21 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
22 and
23

24 **WHEREAS**, the subaward agreement with Center for Structural Equity, Inc.
25 contemplates transfers of up to \$150,000.00 to assist students who have shown a
26 decrease in academic achievement, attendance rates, and other indicators that they may
27 be a victim or perpetrator of youth crime in New Castle County.
28

29 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
30 Castle County that County Council hereby approves the subaward agreement listed on
31 the attached Exhibit “A,” entitled “New Castle County Purchase Requisition/Justification
32 Form,” as a valid contract in excess of \$50,000.00 pursuant to *New Castle County Code*
33 § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Administration, Office of Finance

Center for Structural Equity, Inc.

\$150,000.00

FISCAL IMPACT: This Resolution authorizes the execution of one subaward agreement totaling \$150,000.00. Funding is included in the FY2024 Approved Grant Budget in the American Rescue Plan Act Grant.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION			VENDOR INFORMATION				
NAME	Tonya M. Adkins		FISCAL YR	2024	NAME	Center for Structural Equity, Inc.	
DEPARTMENT	ADMINISTRATION_12		FUND	110 GRANTS	ADDRESS	813 North Tatnall Street	
ORGANIZATION	11122013 ADMIN - FIN - GRANTS					Wilmington, DE 19801	
PHONE	(302) 395-5076		REQ#	2406977			
DELIVERY LOCATION							
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Darryl Chambers	
CURRENT VENDOR	☒ YES	☐ NO			PHONE	(302) 377-1629	EXT
VENDOR #	107249				EMAIL	dchamber@udel.edu	FAX #

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

To create a youth violence intervention program.

This will assist students who have shown a decrease in academic achievement, attendance rates, and other indicators that they may be a victim of, or perpetrator, of youth crime.

The organization will be unable to expand their youth violence intervention program.

V. IS THIS A PASS THROUGH GRANT?	☒ YES	☐ NO	IF YES, AGENCY	
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IF YES, AGENCY

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RESOLUTION NO. 23-210

**AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH
KIND TO KIDS FOUNDATION TO PROVIDE SERVICES TO IMPACTED YOUTH IN
FOSTER CARE FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF
FINANCE IN THE AMOUNT OF \$100,000.00**

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery (“CSLFR”) funds under
3 the American Rescue Plan Act of 2021 (“ARPA”), Pub. Law. No. 117-2 from the United
4 States Department of the Treasury (“Treasury”); and
5

6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 “Ordinances”) appropriated the full amount of these CSLFR funds from the Department
8 of the Treasury to the American Rescue Plan Act Grant for New Castle County to respond
9 to the COVID-19 public health emergency and its negative economic impacts; and
10

11 **WHEREAS**, the Ordinances appropriated funding for Non-Profit Grants, which
12 contemplated providing funds for non-profit organizations addressing pandemic-related
13 needs in the community; and
14

15 **WHEREAS**, New Castle County must enter into a subaward agreement with Kind
16 to Kids Foundation to comply with the Uniform Guidance, 2 CFR Part 200; and
17

18 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
19 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
20 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
21 and
22

23 **WHEREAS**, the subaward agreement with Kind to Kids Foundation contemplates
24 transfers of up to \$100,000.00 to provide students in foster care with the support needed
25 to succeed in high school, vocational school, college and in their future careers.
26

27 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
28 Castle County that County Council hereby approves the subaward agreement listed on
29 the attached Exhibit “A,” entitled “New Castle County Purchase Requisition/Justification
30 Form,” as a valid contract in excess of \$50,000.00 pursuant to *New Castle County Code*
31 § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Administration, Office of Finance

Kind to Kids Foundation

\$100,000.00

FISCAL IMPACT: This Resolution authorizes the execution of one subaward agreement totaling \$100,000.00. Funding is included in the FY2024 Approved Grant Budget in the American Rescue Plan Act Grant.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION					VENDOR INFORMATION				
NAME	Tonya M. Adkins		FISCAL YR	2024	NAME	Kind to Kids Foundation			
DEPARTMENT	ADMINISTRATION_12		FUND	110 GRANTS	ADDRESS	100 West 10th Street, Ste 606			
ORGANIZATION	11122013 ADMIN - FIN - GRANTS					Wilmington, DE 19801			
PHONE	(302) 395-5076		REQ#	2406975					
DELIVERY LOCATION									
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Caroline Jones			
CURRENT VENDOR	☒ YES	☐ NO			PHONE	(302) 654-5440	EXT		
VENDOR #	109888				EMAIL	carolinejones@kindtokids.org		FAX #	

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

To provide services to disproportionately impacted youth in foster care.

II. Why is it needed?

To provide students the in foster care the support needed to succeed in their high school education and future careers.

The organization will be impacted by loss of investment by the community and therefore unable to provide as wide of services to students in foster care.

The organization will be impacted by loss of investment by the community and therefore unable to provide as wide of services to students in foster care.

V. IS THIS A PASS THROUGH GRANT?		IF YES, AGENCY	
☒ YES	☐ NO		

VI. OTHER, PLEASE EXPLAIN					
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SIGNATURE	Tonya M. Adkins	DATE	11/7/2023
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RESOLUTION NO. 23-211

**AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH
KINGSWOOD COMMUNITY CENTER, INC. TO ADD NEW TEACHERS TO ITS
EARLY LEARNING PROGRAM FOR THE DEPARTMENT OF ADMINISTRATION,
OFFICE OF FINANCE IN THE AMOUNT OF \$100,000.00.**

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery (“CSLFR”) funds under
3 the American Rescue Plan Act of 2021 (“ARPA”), Pub. Law. No. 117-2 from the United
4 States Department of the Treasury (“Treasury”); and
5

6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 “Ordinances”) appropriated the full amount of these CSLFR funds from the Department
8 of the Treasury to the American Rescue Plan Act Grant for New Castle County to respond
9 to the COVID-19 public health emergency and its negative economic impacts; and
10

11 **WHEREAS**, the Ordinances appropriated funding for Non-Profit Grants, which
12 contemplated providing funds for non-profit organizations addressing pandemic-related
13 needs in the community; and
14

15 **WHEREAS**, New Castle County must enter into a subaward agreement with the
16 Kingswood Community Center, Inc. to comply with the Uniform Guidance, 2 CFR Part
17 200; and
18

19 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
20 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
21 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
22 and
23

24 **WHEREAS**, the subaward agreement with Kingswood Community Center, Inc.
25 contemplates transfers of up to \$100,000.00 to bring its capacity back to pre-pandemic
26 levels, which were reduced due to social distancing and remote learning requirements
27 due to the Pandemic.
28

29 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
30 Castle County that County Council hereby approves the subaward agreement listed on
31 the attached Exhibit “A,” entitled “New Castle County Purchase Requisition/Justification
32 Form,” as a valid contract in excess of \$50,000.00 pursuant to *New Castle County Code*
33 § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Administration, Office of Finance

Kingswood Community Center, Inc.

\$100,000.00

FISCAL IMPACT: This Resolution authorizes the execution of one subaward agreement totaling \$100,000.00. Funding is included in the FY2024 Approved Grant Budget in the American Rescue Plan Act Grant.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION			VENDOR INFORMATION					
NAME	Tonya M. Adkins		FISCAL YR	2024	NAME	Kingswood Community Center, Inc.		
DEPARTMENT	ADMINISTRATION_12		FUND	110 GRANTS	ADDRESS	2300 Bowers Street		
ORGANIZATION	11122013 ADMIN - FIN - GRANTS					Wilmington, DE 19802		
PHONE	(302) 395-5076		REQ#	2406974				
DELIVERY LOCATION								
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Laura Mood		
CURRENT VENDOR	☒ YES	☐ NO			PHONE	(302) 981-4105		EXT
VENDOR #	100793				EMAIL	lmood@reachriverside.org		FAX #

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

To add new teachers to its early learning program.

This will bring its capacity back to pre-pandemic levels, which were reduced due to social distancing and remote learning requirements due to the Pandemic.

The organization will be unable to expand their early learning program to meet the increased needs of the community.

V. IS THIS A PASS THROUGH GRANT?		☒ YES ☐ NO	IF YES, AGENCY
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IF YES, AGENCY

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RESOLUTION NO. 23-212

**AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH
LITERACY DELAWARE, INC. TO SUPPORT AND EXPAND ITS LITERACY
PROGRAMS FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE
IN THE AMOUNT OF \$55,000.00**

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery (“CSLFR”) funds under
3 the American Rescue Plan Act of 2021 (“ARPA”), Pub. Law. No. 117-2 from the United
4 States Department of the Treasury (“Treasury”); and
5

6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 “Ordinances”) appropriated the full amount of these CSLFR funds from the Department
8 of the Treasury to the American Rescue Plan Act Grant for New Castle County to respond
9 to the COVID-19 public health emergency and its negative economic impacts; and
10

11 **WHEREAS**, the Ordinances appropriated funding for Non-Profit Grants, which
12 contemplated providing funds for non-profit organizations addressing pandemic-related
13 needs in the community; and
14

15 **WHEREAS**, New Castle County must enter into a subaward agreement with the
16 Literacy Delaware, Inc. to comply with the Uniform Guidance, 2 CFR Part 200; and
17

18 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
19 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
20 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
21 and
22

23 **WHEREAS**, the subaward agreement with Literacy Delaware, Inc. contemplates
24 transfers of up to \$55,000.00 to expand its literacy programs, including expanding access
25 to digital literacy skills to adult learners for disproportionately impacted individuals living
26 within Qualified Census Tracts (QCTs).
27

28 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
29 Castle County that County Council hereby approves the subaward agreement listed on
30 the attached Exhibit “A,” entitled “New Castle County Purchase Requisition/Justification
31 Form,” as a valid contract in excess of \$50,000.00 pursuant to *New Castle County Code*
32 § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Administration, Office of Finance

LITERACY DELAWARE, INC.

\$55,000.00

FISCAL IMPACT: This Resolution authorizes the execution of one subaward agreement totaling \$55,000.00. Funding is included in the FY2024 Approved Grant Budget in the American Rescue Plan Act Grant.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION			VENDOR INFORMATION				
NAME	Tonya M. Adkins		FISCAL YR	2024	NAME	Literacy Delaware, Inc.	
DEPARTMENT	ADMINISTRATION_12		FUND	110 GRANTS	ADDRESS	10 East 10th Street	
ORGANIZATION	11122013 ADMIN - FIN - GRANTS					Wilmington, DE 19801	
PHONE	(302) 395-5076		REQ#	2406973			
DELIVERY LOCATION							
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Cynthia E. Shermeyer	
CURRENT VENDOR	☒ YES	☐ NO			PHONE	302-368-5624	EXT
VENDOR #	109886				EMAIL	director@literacydelaware.org	FAX #

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

The organization will be unable to expand digital literacy support programs.

RESOLUTION NO. 23-213

AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH THE TEEN WAREHOUSE INC. TO PROVIDE MENTORING SERVICES FOR YOUTH IN THE SURROUNDING COMMUNITY FOR THE DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE IN THE AMOUNT OF \$100,000.00.

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery (“CSLFR”) funds under
3 the American Rescue Plan Act of 2021 (“ARPA”), Pub. Law. No. 117-2 from the United
4 States Department of the Treasury (“Treasury”); and
5

6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 “Ordinances”) appropriated the full amount of these CSLFR funds from the Department
8 of the Treasury to the American Rescue Plan Act Grant for New Castle County to respond
9 to the COVID-19 public health emergency and its negative economic impacts; and
10

11 **WHEREAS**, the Ordinances appropriated funding for Non-Profit Grants, which
12 contemplated providing funds for non-profit organizations addressing pandemic-related
13 needs in the community; and
14

15 **WHEREAS**, New Castle County must enter into a subaward agreement with The
16 Teen Warehouse, Inc. to comply with the Uniform Guidance, 2 CFR Part 200; and
17

18 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
19 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
20 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
21 and
22

23 **WHEREAS**, the subaward agreement with The Teen Warehouse, Inc.
24 contemplates transfers of up to \$100,000.00 to mentor at-risk youth that seek, or are
25 recommended for, mentorship as a refuge from the crime and poverty that is present in
26 their neighborhood.
27

28 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
29 Castle County that County Council hereby approves the subaward agreement listed on
30 the attached Exhibit “A,” entitled “New Castle County Purchase Requisition/Justification
31 Form,” as a valid contract in excess of \$50,000.00 pursuant to *New Castle County Code*
32 § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Administration, Office of Finance

The Teen Warehouse, Inc.

\$100,000.00

FISCAL IMPACT: This Resolution authorizes the execution of one subaward agreement totaling \$100,000.00. Funding is included in the FY2024 Approved Grant Budget in the American Rescue Plan Act Grant.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION			VENDOR INFORMATION						
NAME	Tonya M. Adkins		FISCAL YR	2024	NAME	The Teen Warehouse, Inc.			
DEPARTMENT	ADMINISTRATION_12		FUND	110 GRANTS	ADDRESS	1121 Thatcher Street			
ORGANIZATION	11122013 ADMIN - FIN - GRANTS					Wilmington, DE 19802			
PHONE	(302) 395-5076		REQ#	2406978					
DELIVERY LOCATION									
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Laura Mood			
CURRENT VENDOR	☒ YES	☐ NO			PHONE	(302) 981-4105	EXT		
VENDOR #	106592				EMAIL	lmood@reachriverside.org		FAX #	

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

To provide mentoring services for youth in the surrounding community of the organization.

To mentor at risk youth that seek, or are recommended for, mentorship as a refuge from the crime and poverty that is present in their neighborhood.

The organization will be unable to expand their youth mentorship program.

V. IS THIS A PASS THROUGH GRANT?		☒ YES	☐ NO	IF YES, AGENCY
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IF YES, AGENCY	
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RESOLUTION NO. 23-214

**AUTHORIZING THE EXECUTION OF A SUBAWARD AGREEMENT WITH YWCA
DELAWARE, INC. TO PROVIDE PREVENTION AND SUPPORT RESOURCES TO
THE YOUTH FROM ROSEGATE AND RICHARDSON PARK PROMOTING
WELLBEING AND PROTECTIVE FACTORS AGAINST VIOLENCE FOR THE
DEPARTMENT OF ADMINISTRATION, OFFICE OF FINANCE
IN THE ADDITIONAL AMOUNT OF \$30,000.00**

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery (“CSLFR”) funds under
3 the American Rescue Plan Act of 2021 (“ARPA”), Pub. Law. No. 117-2 from the United
4 States Department of the Treasury (“Treasury”); and
5

6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 “Ordinances”) appropriated the full amount of these CSLFR funds from the Department
8 of the Treasury to the American Rescue Plan Act Grant for New Castle County to respond
9 to the COVID-19 public health emergency and its negative economic impacts; and
10

11 **WHEREAS**, the Ordinances appropriated funding for Non-Profit Grants, which
12 contemplated providing funds for non-profit organizations addressing pandemic-related
13 needs in the community; and
14

15 **WHEREAS**, New Castle County must enter into a subaward agreement with the
16 YWCA Delaware, Inc. to comply with the Uniform Guidance, 2 CFR Part 200; and
17

18 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
19 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
20 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
21 and
22

23 **WHEREAS**, a previous subaward agreement with YWCA Delaware, Inc. was
24 approved by County Council via Resolution 23-195 for transfers of up to \$244,110.00 to
25 assist the target population of youth who are underserved by other school and community
26 resources, and therefore have an increased risk of delayed graduation from high school,
27 teen pregnancy, and relationship violence, as indicated by anti-social behavior and high
28 Adverse Childhood Experience (ACE) scores. These students require meaningful
29 support, understanding mentorship, and prudent guidance in order to develop resilience
30 and succeed despite a disadvantaged beginning; and
31

32 **WHEREAS**, the subaward agreement with YWCA Delaware, Inc. contemplates
33 additional transfers of up to \$30,000.00 for the same purpose, for a total of \$274,110.00.
34

35 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
36 Castle County that County Council hereby approves the subaward agreement listed on
37 the attached Exhibit “A,” entitled “New Castle County Purchase Requisition/Justification
38 Form,” as a valid contract in excess of \$50,000.00 pursuant to *New Castle County Code*
39 § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Administration, Office of Finance

YWCA Delaware, Inc. \$30,000.00

FISCAL IMPACT: This Resolution authorizes the execution of one subaward agreement totaling an additional \$30,000.00. Funding is included in the FY2024 Approved Grant Budget in the American Rescue Plan Act Grant.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION			VENDOR INFORMATION				
NAME	Tonya M. Adkins		FISCAL YR	2023	NAME	YWCA Delaware, Inc.	
DEPARTMENT	ADMINISTRATION_12		FUND	110 GRANTS	ADDRESS	100 W. 10th Street, Suite 515	
ORGANIZATION	11122013 ADMIN - FIN - GRANTS					Wilmington, DE 19801 -6604	
PHONE	(302) 395-5076		REQ#				
DELIVERY LOCATION							
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Rebecca Cotto	
CURRENT VENDOR	☒ YES	☐ NO			PHONE	302.655.0039	EXT
VENDOR #					EMAIL	RCotto@ywcade.org	FAX #

ADDITIONAL NOTES	

l. What is the purpose of the requisition or advice of change?

Project will connect youth in neighborhoods Rosegate and Richardson Park with prevention and support resources, promoting wellbeing and protective factors against violence.

Our target population will be youth who are underserved by other school and community resources, and therefore at increased risk of delayed graduation from high school, teen pregnancy, and relationship violence, as indicated by anti-social behavior and high Adverse Childhood Experience (ACE) scores. These students require meaningful support, understanding mentorship, and prudent

N/A

VI. OTHER, PLEASE EXPLAIN

10/26/2023

RESOLUTION NO. 23-215

**AUTHORIZING THE EXECUTION OF ONE PURCHASE ORDER CONTRACT FOR
N. HARRIS COMPUTER CORPORATION SYSTEM INNOVATORS TO ENHANCE AND
INTEGRATE THE EXISTING IMAGE CASH LETTER (ICL) SYSTEM FOR EFFICIENT
CHECK DEPOSIT PROCESSING FOR THE DEPARTMENT OF ADMINISTRATION,
OFFICE OF FINANCE IN THE AMOUNT OF \$8,000.00**

1 **WHEREAS**, New Castle County Code § 2.02.004 requires that all contracts involving
2 expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a fiscal year,
3 which are not competitively bid, be approved by Resolution of County Council; and
4

5 **WHEREAS**, this contract for \$8,000.00 is to enhance the existing ICL system, and
6 design, develop, code, test, and implement the modified system to ensure it integrates for
7 the Department of Administration, Office of Finance.
8

9 **WHEREAS**, this contract requires approval by County Council as the expenditure of
10 funds to this vendor has already exceeded the threshold of \$50,000.00 in aggregate to one
11 vendor in a fiscal year.
12

13 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New Castle
14 County that County Council hereby approves the contract listed on the attached Exhibit "A,"
15 entitled "New Castle County Purchase Requisition/Justification Form," as a valid contract in
16 excess of \$50,000.00 pursuant to *New Castle County Code* § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed contract.

Department of Administration, Office of Finance

N. Harris Computer Corporation System Innovators	\$8,000.00
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FISCAL IMPACT: This Resolution authorizes the execution of one purchase order contract totaling \$8,000.00. Funding is included in the FY2024 Approved Operating Budget in the Department of Administration, Office of Finance.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION			VENDOR INFORMATION				
NAME	Stephanie Scola		FISCAL YR	2024	NAME	N Harris Computer Corp System Innovators	
DEPARTMENT	ADMINISTRATION_12		FUND	100 GENERAL	ADDRESS	DBA System Innovators	
ORGANIZATION	10122004 ADMIN - FIN - TREAS GEN FUND					POBox 74007259	
PHONE	302-395-5153		REQ#	2403658		Chicago, IL 60674-7259	
DELIVERY LOCATION							
SEND VENDOR PO	☒ YES	☐ NO			CONTACT NAME	Matt Winter, Sr. Account Executive	
CURRENT VENDOR	☒ YES	☐ NO			PHONE	904-647-1730	EXT
VENDOR #	101386				EMAIL	mwinter@systeminnovators.com	FAX #

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

The purpose of System Innovator's work is to modify the Image Cash Letter currently produced through the cashiering system they maintain for the county. The Image Cash Letter or ICL images each check received in Treasury Operations and elsewhere around the county for deposit to the county's bank.

The county is changing banks. The existing ICL is not compatible with JPMorgan.

Far more than \$8,000.

V. IS THIS A PASS THROUGH GRANT?		☐ YES ☒ NO	IF YES, AGENCY
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IF YES, AGENCY

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**NEW CASTLE COUNTY
PURCHASE REQUISITION / JUSTIFICATION FORM**
**EXHIBIT A**

Please complete all the blue highlighted fields. If the total is greater than \$50,000 (Non-Bid only); or if the purchase, for this vendor, in aggregate for the fiscal year exceeds \$50,000 (Non-Bid only), you must also complete items I-VI in the lower half of the form.

REQUISITIONER INFORMATION			VENDOR INFORMATION		
NAME	Vincent Garlick	FISCAL YR	2024	NAME	MBID of Delaware, LLC
DEPARTMENT	COMMUNITY_SERVICES_40	FUND	110 GRANTS	ADDRESS	5 Powell Lane
ORGANIZATION	11400601 CS - GRANTS				Collingswood, NJ 08108
PHONE	302-395-5673	REQ#	2406563		
DELIVERY LOCATION					
SEND VENDOR PO	☒ YES ☐ NO			CONTACT NAME	David Holden
CURRENT VENDOR	☒ YES ☐ NO			PHONE	302-379-7799
VENDOR #	110069			EMAIL	dholden@ingerman.com
				EXT	
				FAX #	

ITEM#	QTY	DESCRIPTION	UNIT PRICE	TOTAL	OBJ LEVEL	GRANT or PROJECT #/ DETAIL / LOCATION
	1	HOME funds for new affordable rental housing units	33,656.95	\$33,656.95	57210	G40430028
		G40430028-1000000406-0000000000-57210 (G4008)		\$0.00		1000000406
	1	HOME funds for new affordable rental housing units	75,399.30	\$75,399.30	57210	G40430029
		G40430029-1000000403-0000000000-57210 (G4009)		\$0.00		1000000403
	1	HOME funds for new affordable rental housing units	890,943.75	\$890,943.75	57210	G40430030
		G40430030-1000000404-0000000000-57210 (G4014)		\$0.00		1000000404
				\$0.00		0000000000
				\$0.00		57210
			TOTAL	\$1,000,000.00		

ADDITIONAL NOTES	

PURCHASES > \$50,000 (Non-Bid) OR IF THE FY AGGREGATE FOR THIS VENDOR > \$50,000 (Non-Bid), PLEASE COMPLETE THE SECTION BELOW.
I. What is the purpose of the requisition or advice of change?

To assist in the creation of new affordable rental housing units in Newark, DE.

II. Why is it needed?

Its needed to assist in providing access to affordable rental housing units in Newark, DE

III. What will the impact (cost) be to New Castle County if the requisition or advice of change is not processed?

New Castle County will be participating in furthering of the affordable housing crisis.

IV. IS THIS A SOLE SOURCE CONTRACT?
☒ YES

☐ NO

V. IS THIS A PASS THROUGH GRANT?
☒ YES

☐ NO

IF YES, AGENCY HUD

VI. OTHER, PLEASE EXPLAIN

SIGNATURE

Carrie Casey

DATE

11/9/2023

REQUISITIONER INFORMATION				VENDOR INFORMATION			
NAME	Vincent Garlick			FISCAL YR	2024	NAME	Warriors Helping Warriors, Inc.
DEPARTMENT	COMMUNITY_SERVICES_40			FUND	110 GRANTS	ADDRESS	104 S. Broad Street
ORGANIZATION	11400601 CS - GRANTS						Middletown, DE 19709
PHONE	302-395-5673			REQ#	2406625		
DELIVERY LOCATION							
SEND VENDOR PO	☒ YES		☐ NO			CONTACT NAME	Marsha Conley
CURRENT VENDOR	☒ YES		☐ NO			PHONE	302-559-5936
VENDOR #	102308					EXT	
						EMAIL	marshac1948@verizon.net
						FAX #	

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

To assist with the development of affordable housing for homeless veterans in Middletown, DE for individuals earning less than 0% - 30% of area medium income.

To create, and stabilize, affordable housing for homeless veterans in New Castle County.

New Castle County could lose affordable housing for homeless veterans earning less than 0% - 30% of area median income.

☒ YES ☐ NO

☒ YES ☐ NO

HUD

Carrie Casey

11/9/2023

Prime Sponsor(s): Mr. Smiley, Mr. Cartier
Requested by: Public Safety
Date of introduction: November 28, 2023

RESOLUTION NO. 23-218

AUTHORIZING THE EXECUTION OF ONE CONTRACT WITH GRAYSHIFT, LLC TO PURCHASE TWO UNITS OF FORENSIC EQUIPMENT, AND THE ASSOCIATED LICENSES, FOR POLICE INVESTIGATIONS FOR THE DEPARTMENT OF PUBLIC SAFETY, DIVISION OF POLICE IN THE AMOUNT OF \$57,160.64

1 **WHEREAS**, *New Castle County Code* § 2.02.004 requires that all contracts
2 involving expenditures of funds in excess of \$50,000.00 in aggregate to one vendor in a
3 fiscal year, which are not competitively bid, be approved by Resolution of County Council;
4 and

5 **WHEREAS**, this contract is an agreement between New Castle County and
6 Grayshift, LLC in the amount of \$57,160.64; and

7
8 **WHEREAS**, these funds will be used to purchase the forensic technology utilized
9 by the Division of Police for numerous investigations.

10
11 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New
12 Castle County that County Council hereby approves the contract listed on the attached
13 Exhibit "A," entitled "New Castle County Purchase Requisition/Justification Form," as a
14 valid contract in excess of \$50,000.00 pursuant to *New Castle County Code* § 2.02.004.

Adopted by County Council of
New Castle County on:

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

SYNOPSIS: This Resolution approves the execution of the listed subaward agreement.

Department of Public Safety, Division of Police

Grayshift, LLC

\$57,160.64

FISCAL IMPACT: This Resolution authorizes the execution of one contract agreement totaling \$57,160.64. Funding is included in the FY2024 Approved Operating Budget in the Department of Public Safety, Division of Police.

Michael Smith
Chief Financial Officer

REQUISITIONER INFORMATION				VENDOR INFORMATION				
NAME	Porsha Lopez			FISCAL YR	2024	NAME	Grayshift LLC	
DEPARTMENT	PUBLIC_SAFETY_20			FUND	110 GRANTS	ADDRESS	931 Monroe Dr. Ne	
ORGANIZATION	11200801 PS - GRANTS						Ste A 102-340	
PHONE	302-395-8007			REQ#	2024/2406313		Atlanta, GA 30308	
DELIVERY LOCATION	POLICE DEPARTMENT - RECEIVING							
SEND VENDOR PO	☒ YES		☐ NO			CONTACT NAME	Tracy Gossett	
CURRENT VENDOR	☒ YES		☐ NO			PHONE	+1(833)472-9539	EXT
VENDOR #	102695					EMAIL	tgossett@grayshift.com	FAX #

ADDITIONAL NOTES	

I. What is the purpose of the requisition or advice of change?

The division uses the forensic technology for numerous investigations.

The division's ability to effectively investigate certain crimes would be severely impacted.

10/25/2023

Prime Sponsor(s): Ms. Hartley-Nagle
Requested by: Administration/Human Resources
Date of introduction: November 28, 2023

RESOLUTION NO. 23-219

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

1 **WHEREAS**, the County Executive signed the collective bargaining agreement and then
2 the amended collective bargaining agreement with the Delaware Public Employees Council 81,
3 AFSCME (AFL-CIO) and its Affiliate Local 3109, pursuant to the authorization provided by
4 County Council Resolution Numbers 23-093 and 23-156, respectively; and

5 **WHEREAS**, the Parties engaged in additional bargaining that resulted in a supplemental
6 agreement regarding training officer time; and

7 **WHEREAS**, this supplemental agreement necessitates the addition of new language to
8 Paragraph 79 (a), and the renumbering of the current Paragraphs 79(a) – 79(h) to 79(b) – 79(i)
9 of the executed collective bargaining agreement between the County and Local 3109 which is
10 memorialized in the addendum attached as Exhibit “A”; and

11 **WHEREAS**, the 2023-2027 Collective Bargaining Agreement between the Delaware
12 Public Employees Council 81, AFSCME (AFL-CIO), and its affiliate Local 3911 attached hereto
13 as “Exhibit A” implements the negotiated agreement as the parties intended.

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

Adopted by County Council of
New Castle County on:

Karen Hartley-Nagle
President of County Council
New Castle County

SYNOPSIS: This Resolution, if approved, authorizes the County Executive to sign the amended 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 continues to grant employees who are appointed to training officer positions four (4) hours paid leave per month.

FISCAL NOTE: This Resolution, if approved, will continue to grant four (4) hours paid leave per month to employees who are appointed to training officer positions; therefore, there is no fiscal impact.

§§§§§§§§§§§§§§§§§§

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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LOCAL 3911

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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.

<u>COMPLETED YEARS OF SERVICE</u>	<u>SENIORITY POINTS</u>
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, Juneteenth, 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**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 Service Team Leader – 26
 Emergency Medical Services Lieutenant – 28
 Emergency Medical Services Operations Support Specialist – 21
 Emergency Medical Services Senior Lieutenant – 29
 Emergency Medical Technician – 15
 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
 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

EXHIBIT B**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

Telecommunicator III – Police – CTO

Telecommunicator III – Fire/Medical – CTO

Senior Telecommunicator II-Fire/Medical

Senior Telecommunicator II-Police

Pay Grade 24

Paramedic Corporal

Telecommunicator IV – Police & Fire/EMS Communications

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Pay Grade 25

Assistant Platoon Leader – Police
Assistant Platoon Leader – Fire/Medical
Paramedic Senior Corporal

Pay Grade 26

Paramedic Sergeant
Emergency Service Team Leader
Senior Assistant Platoon Leader- Fire/Medical
Senior Assistant Platoon Leader-Police

Pay Grade 27

Paramedic Senior Sergeant

Pay Grade 28

Emergency Medical Services Lieutenant
Emergency Communication Info & Tech Coordinator
Quality Assurance Coordinator
Telecommunications Training Officer Coordinator

Pay Grade 29

Emergency Medical Services Senior Lieutenant

EXHIBIT C

**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.**

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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	31,911 67,295	33,507 70,660	35,182 74,193	36,942 77,903	38,789 81,798	40,729 85,889	42,765 90,183	44,904 94,693	47,149 99,427	49,506 104,398	

Effective: 07/01/2023 (Ordinance 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

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	32,709 68,977	34,345 72,426	36,062 76,047	37,865 79,851	39,758 83,843	41,747 88,036	43,834 92,438	46,026 97,061	48,327 101,913	50,743 107,008	

Effective: 07/01/2024 (Ordinance 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

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	33,527 70,702	35,203 74,237	36,963 77,949	38,812 81,847	40,752 85,939	42,791 90,237	44,930 94,749	47,177 99,487	49,535 104,460	52,012 109,683	

Effective: 07/01/2025 (Ordinance 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

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	34,365 72,469	36,083 76,093	37,888 79,897	39,782 83,893	41,771 88,087	43,860 92,493	46,054 97,118	48,357 101,974	50,774 107,072	53,312 112,425	

Effective: 07/01/2026 (Ordinance 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

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 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

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 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

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 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

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 23-062)

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 calculated on 2108.8 hours.

*Denotes training rate

ORDINANCE NO. 23-153

**AMEND THE FY2024 CAPITAL PROGRAM AND BUDGET:
APPROPRIATE \$700,000 IN FUNDING FROM THE GENERAL FUND TAX STABILIZATION
RESERVE ACCOUNT TO THE DEPARTMENT OF PUBLIC WORKS, GENERAL
PARKLAND IMPROVEMENTS 2024-2025 CAPITAL PROJECT**

1 **WHEREAS**, Subchapter III, Chapter 13 of Title 9 of the *Delaware Code*, as amended,
2 authorizes New Castle County to plan, supervise, and conduct a program of parks and park-
3 related activities for all the parks and greenways of the County, and in cooperation with the
4 Department of Land Use to develop plans for parks, recreation areas, and provide for the
5 acquisition of land for the development of parks and recreation facilities and the improvements
6 and development of existing parks and greenways, and the County Council of New Castle
7 County has deemed it necessary to implement such plans for development; and

8
9 **WHEREAS**, there is a need to increase the safety at County parks by controlling entrance
10 abilities; and

11
12 **WHEREAS**, New Castle County is appropriating \$700,000 from the General Fund Tax
13 Stabilization Reserve to New Castle County to the General Parkland Improvements 2024-2025
14 Capital Project; and

15
16 **WHEREAS**, this funding will be used to install electronic gates at the following parks:
17 Glasgow, Carousel, Weiss, Brookhaven, Brandywine Springs, West Wilmington Manor and Iron
18 Hill; and

19
20 **WHEREAS**, these electronic gates will restrict access during off-hours to prevent
21 vandalism and increase safety while still allowing visitors to enjoy the parks and recreational
22 areas during the day.

23
24 **NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:**

25
26 Section 1. The Capital Budget Ordinance for the fiscal year beginning July 1, 2023 is
27 hereby amended by deleting the material stricken and adding the material underscored on the
28 attached Exhibit "A."

29
30 Section 2. The Capital Program Resolution for the fiscal year beginning July 1, 2023 is
31 hereby amended by deleting the material stricken and adding the material underscored on the
32 attached Exhibit "B."

33
34 Section 3. General Fund Tax Stabilization Reserve funding in the amount of \$700,000 is
35 appropriated to the Department of Public Works, General Parkland Improvements 2024-2025
36 Capital Project to install electronic gates at County parks.

37
38 Section 3. This Ordinance shall become effective immediately upon its adoption by
39 County Council and approval by the County Executive, or as otherwise provided in 9 *Del. C.* §
40 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 \$700,000 in funding from the General Fund Tax Stabilization Reserve Account to the Department of Public Works, General Parkland Improvements 2024-2025 Capital Project. Funds will be used to install electronic gates at County parks to restrict access during off-hours to prevent vandalism and increase safety while still allowing visitors to enjoy the parks and recreational areas during the day.

FISCAL NOTE: This Ordinance, if approved, will amend the FY2024 Capital Program and Budget by appropriating \$700,000 from General Fund Tax Stabilization Reserve Account to the Department of Public Works, General Parkland Improvements 2024-2025 Capital Project.

The revised FY2024 total Capital Budget amount for the General Parkland Improvements 2024-2025 Capital Project will be \$2,950,000.

The revised FY2024 New Castle County Capital Budget total will be \$76,737,396. There is no fiscal impact on the Operating Budget. The General Fund Tax Stabilization Reserve balance upon passage of this Ordinance will be \$73,308,702.

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2024

23-153

DEPARTMENT OF ADMINISTRATION

Land Use Information System	\$	3,000,000
Recorder of Deeds HOA Portal	\$	129,000
Subtotal	\$	3,129,000

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

23-153

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 2021			100,000
General Parkland Improvements 2024-2025	<u>2,250,000</u>		<u>2,950,000</u>
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			<u>700,000</u>
Subtotal	<u>17,026,120</u>	\$	<u>17,726,120</u>

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
Water Quality Improvement Plan			230,233
White Clay System Rehabilitation			<u>2,800,000</u>
Subtotal		\$	18,451,356

CAPITAL BUDGET TOTAL

76,037,396 **\$ 76,737,396**

EXHIBIT B**PROJECT PROFILES
PUBLIC WORKS - PARKS (continued)**

Project Name (Number): General Parkland Improvements 2024-2025 (C302404)					
Description: Improvements in parks.				Council Districts: All	
Funding Schedule					
	Bonds	Federal	State	Other	Total
Prior Authorization	\$ -	\$ -	\$ -	\$ -	\$ -
FY2024	1,500,000	-	-	750,000	2,250,000
				<u>1,450,000</u>	<u>2,950,000</u>
FY2025	-	-	-	-	-
FY2026	1,250,000	-	-	-	1,250,000
FY2027	750,000	-	-	-	750,000
FY2028	1,050,000	-	-	-	1,050,000
FY2029	1,000,000	-	-	-	1,000,000
Future Years	2,000,000	-	-	-	2,000,000
Total	\$ 7,550,000	\$ -	\$ -	\$ 750,000	\$ 8,300,000
				<u>\$ 1,450,000</u>	<u>\$ 9,000,000</u>
Available Authorizations:		\$ -			
Available Funding:		\$ -			
Operating Budget Impact:		\$ 3,300			

*Available Authorizations / Funding as of February 28, 2023, net of obligations.

FY2024 Activity:

Resurface pathway at Biden Park, install security cameras in Rosegate Park, Surratte tree removal and shade structure, resurface paved pathways within neighborhood parks, replacement of failing bridge in Shellpot Park; public engagement and concept plan for parkland on Bethel Church Road. Installation of electronic gates at the following parks: Glasgow, Carousel, Weiss, Brookhaven, Brandywine Springs, West Wilmington Manor and Iron Hill.

Future Activity:

Small capital improvements of neighborhood parks.

ORDINANCE NO. 23-154

**AMEND THE FY2024 CAPITAL PROGRAM AND BUDGET: TRANSFER \$300,000
FROM THE PUBLIC SAFETY PARKING LOT LIGHTING CAPITAL PROJECT TO THE
PUBLIC SAFETY BUILDING RENOVATIONS CAPITAL PROJECT**

1 **WHEREAS**, Subchapter III, Chapter 13 of Title 9 of the *Delaware Code*, as amended,
2 authorizes New Castle County to develop plans for buildings/facilities, parks, open spaces,
3 natural areas and greenways within the County; said plans provide for the acquisition of land
4 for the development of parks and recreation facilities and the improvement and development of
5 existing parks and building/facilities, and the County has deemed it is necessary to implement
6 such plans for development and improvements; and
7

8 **WHEREAS**, funding is needed to replace a leaking cooling tower coil at the Public
9 Safety Building as the coil cannot be patch-repaired; and
10

11 **WHEREAS**, this legislation will enable the transfer of previously authorized bond
12 funding in the amount of \$300,000 from the Public Safety Parking Lot Lighting Capital Project
13 to the Public Safety Building Renovations Capital Project; and
14

15 **WHEREAS**, the reductions to available authorizations in the Public Safety Parking Lot
16 Lighting Capital Project is possible as Building Maintenance discovered new light emitting
17 diode (LED) lighting kits that allow for the retrofit of the parking lot lights at a much lower cost
18 than initially anticipated.
19

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

22 Section 1. The Capital Budget Ordinance for the fiscal year beginning July 1, 2023 is
23 hereby amended by deleting the material that is stricken and adding the material that is
24 underscored on the attached Exhibit "A."
25

26 Section 2. The Capital Program Resolution for the fiscal year beginning July 1, 2023 is
27 hereby amended by deleting the material stricken and adding the material underscored on the
28 attached Exhibit "B."
29

30 Section 3. Authorized bond funding in the amount of \$300,000 will be transferred from
31 the Public Safety Parking Lot Lighting Capital Project to the Public Safety Building Renovations
32 Capital Project.
33

34 Section 3. This Ordinance shall become effective immediately upon its adoption by
35 County Council and approval by the County Executive, or as otherwise provided in 9 *Del. C.* §
36 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 transfer \$300,000 from the Public Safety Parking Lot Lighting Capital Project to the Public Safety Building Renovations Capital Project. This funding is needed to replace a leaking cooling tower coil at the Public Safety Building as the coil cannot be patch-repaired.

FISCAL NOTE: This Ordinance, if approved, will amend the FY2024 Capital Budget by transferring \$300,000 from the Public Safety Parking Lot Lighting Capital Project to the Public Safety Building Renovations Capital Project.

The revised FY2024 Capital Budget amount for the Public Safety Parking Lot Lighting Capital Project will be \$0. The revised FY2024 Capital Budget amount for the Public Safety Building Renovations Capital Project will be \$300,000.

This transfer of funding will have no fiscal impact on the FY2024 Capital Budget. The FY2024 New Castle County Capital Budget grand total will remain \$76,037,396.

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2024

23-154

DEPARTMENT OF ADMINISTRATION

Land Use Information System	\$ 3,000,000
Recorder of Deeds HOA Portal	\$ 129,000
Subtotal	\$ 3,129,000

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
<u>Public Safety Building Renovations</u>	<u>300,000</u>
Public Safety Equipment	91,000
Public Safety Vest Protection Program	201,840
Subtotal	2,737,988 \$ 3,037,988

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 <u>-</u>
Subtotal	14,525,932 \$ 14,225,932

EXHIBIT "A"
NEW CASTLE COUNTY
CAPITAL BUDGET - FY2024

23-154

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 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	\$ 17,026,120

Sewer/Stormwater

Asset Management	\$ 100,000
Backwater Valve Improvement	50,000
Christina River Force Main	4,400,000
Countywide Drainage	500,000
DeIDOT 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
Water Quality Improvement Plan	230,233
White Clay System Rehabilitation	2,800,000
Subtotal	\$ 18,451,356

CAPITAL BUDGET TOTAL

<u>76,037,396</u>	<u>\$ 76,037,396</u>
--------------------------	-----------------------------

EXHIBIT B**PROJECT PROFILES
PUBLIC WORKS - FACILITIES/EQUIPMENT (continued)**

Project Name (Number): Public Safety Parking Lot Lighting (C302423)					
Description: Replace lights in parking lot.				Council Districts: All	
Funding Schedule					
	Bonds	Federal	State	Other	Total
Prior Authorization	\$ -	\$ -	\$ -	\$ -	\$ -
FY2024	300,000	-	-	-	300,000
	-				-
FY2025	-	-	-	-	-
FY2026	-	-	-	-	-
FY2027	-	-	-	-	-
FY2028	-	-	-	-	-
FY2029	-	-	-	-	-
Future Years	-	-	-	-	-
Total	\$ 300,000	\$ -	\$ -	\$ -	\$ 300,000
\$ -		\$ -			
Available Authorizations:		\$ -			
Available Funding:		\$ -			
Operating Budget Impact:		\$ -			

*Available Authorizations / Funding as of February 28, 2023, net of obligations.

FY2024 Activity:

Replace lights in parking lots. No activity planned.

Future Activity:

No activity planned.

EXHIBIT B**PROJECT PROFILES
PUBLIC SAFETY (continued)**

Project Name (Number): Public Safety Building Renovations (C201505)					
Description: Repair or replace critical systems such as HVAC, sprinklers, electrical and water systems; and purchase land in close proximity.			Council Districts: All		
Funding Schedule					
	Bonds	Federal	State	Other	Total
Prior Authorization	\$ 8,346,305	\$ -	\$ -	\$ -	\$ 8,346,305
FY2024		-	-	-	
	300,000				300,000
FY2025	-	-	-	-	-
FY2026	-	-	-	-	-
FY2027	-	-	-	-	-
FY2028	-	-	-	-	-
FY2029	-	-	-	-	-
Future Years	-	-	-	-	-
Total	\$ 8,646,305	\$ -	\$ -	\$ -	\$ 8,346,305
\$ -		\$ 8,646,305			
Available Authorizations:		\$ 42,292			
Available Funding:		\$(234,850)			
Operating Budget Impact:		\$ 660			

*Available Authorizations / Funding as of February 28, 2023, net of obligations.

FY2024 Activity:

No activity planned. Replace a leaking cooling tower coil that cannot be patch-repaired.

Future Activity:

No activity planned.

Prime Sponsor(s): Mr. Sheldon, Mr. Carter
Co-sponsor(s): Ms. Hartley-Nagle
Requested by: Public Works
Date of introduction: November 14, 2023

ORDINANCE NO. 23-155

AMEND THE FY2024 APPROVED OPERATING BUDGET: INCREASE THE AUTHORIZED POSITION COUNT FOR THE DEPARTMENT OF PUBLIC WORKS BY FIVE POSITIONS TO SUPPLEMENT PARK MAINTENANCE

1 **WHEREAS**, New Castle County, as an eligible recipient, received a total of
2 \$108,531,220.00 in Coronavirus State and Local Fiscal Recovery ("CSLFR") funds
3 under the American Rescue Plan Act of 2021 ("ARPA"), Pub. Law. No. 117-2 from the
4 United States Department of the Treasury ("Treasury"); and

5
6 **WHEREAS**, New Castle County Ordinance 21-129 and Ordinance 22-097 (the
7 "Ordinances") appropriated the full amount of these CSLFR funds from Treasury to the
8 ARPA Grant for New Castle County to respond to the COVID-19 public health
9 emergency and its negative economic impacts; and

10
11 **WHEREAS**, the Ordinances appropriated funding for Environmental Justice,
12 which contemplated providing funds to address pandemic-related needs in
13 neighborhoods which have historically experienced environmental injustice and were
14 disproportionately impacted by the pandemic; and

15
16 **WHEREAS**, New Castle County must comply with the Federal government's
17 Uniform Administrative Requirements, Cost Principles, and Audit Requirements for
18 Federal Awards, 2 C.F.R. Part 200 (the "Uniform Guidance"); and

19
20 **WHEREAS**, the New Castle County Department of Public Works, Parks Division,
21 is requesting five positions (one crew) to supplement park maintenance; and

22
23 **WHEREAS**, the increase of park maintenance positions is necessary to properly
24 maintain an increased number of parks and park assets; address the increased use of
25 parks since the inception of the pandemic; and ensure public safety and welfare through
26 adequately staffed and maintained parks; and

27
28 **WHEREAS**, the additional crew shall be comprised of one Crew Chief I, two (2)
29 Motor Equipment Operator I's and two (2) Maintenance and Construction Workers; and

30
31 **WHEREAS**, the additional crew will be funded by ARPA through December 31,
32 2024; and

33
34 **WHEREAS**, it is the intention of the County Executive to recommend the crew be
35 switch funded from the ARPA grant to the general fund in the operating budget
36 beginning January 1, 2025; and

37
38 **WHEREAS**, the additional crew will also require the following equipment in order
39 to perform its job: one (1) crew cab vehicle, two (2) mowers, two (2) trimmers, two (2)
40 blowers, one (1) landscape trailer and appropriate personal protective equipment, all of
41 which will be funded from the ARPA grant; and

42
43 **WHEREAS**, Treasury's rules and guidance require all ARPA-funded personnel
44 and equipment to be fully dedicated to an eligible use of funds, and the Uniform
45 Guidance requires additional monitoring and detailed reporting of equipment purchased
46 with ARPA funds.

47
48 **NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:**
49

50 Section 1. The Annual Operating Budget for the fiscal year beginning July 1,
51 2023, is hereby amended by deleting the matter stricken and adding the matter
52 underscored on the attached Exhibit "A."

53
54 Section 2. The foregoing amendment shall be considered a part of the Annual
55 Operating Budget for the fiscal year beginning July 1, 2023, and shall be effective
56 retroactively as though incorporated initially in the Annual Operating Budget.
57

58 Section 3. This Ordinance shall become effective immediately upon its adoption
59 by County Council and approval by the County Executive, or as otherwise provided in 9
60 *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 authorize five (5) grant funded positions to the FY2024 Approved Operating Budget to add an additional park maintenance crew which is necessary to properly maintain the increased number of parks and park assets; address the increased use of parks since the inception of the pandemic; and ensure public safety and welfare through adequately staffed and maintained parks. In addition, funding for one-time equipment for the crew will also be necessary.

FISCAL NOTE: This Ordinance, if approved, will amend the FY2024 Approved Operating Budget by increasing the authorized position count for the Department of Public Works, Parks Division from 71 to 76. The total authorized positions for the Department of Public Works would increase from 384 to 389; and the total authorized positions for the FY2024 Approved Operating Budget will increase from 1,662 to 1,667.

The additional crew is anticipated to be hired effective January 2024 and the estimated fiscal impact in Salaries and Benefits, included in the ARPA Grant, will be \$381,461 for the period of January 1, 2024 through December 31, 2024. Although this Ordinance has no explicit impact on future years since the Annual Operating Budget is legislated annually by County Council, the estimated additional salary and benefit costs for FY2025 (January 1-June 30, 2025) is \$202,880; and for FY2026 is \$415,897.

The additional one-time equipment cost is \$217,000, and will be funded with the ARPA Grant and is included in the FY2024 estimate below.

	ARPA	Operating Budget (General Fund)
FY2024*	\$405,304	
FY2025	\$193,157	\$202,880
FY2026		\$415,897

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		426,482
Operating Transfer Charges		161,959
Total	\$	4,850,223
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		386,565
Equipment		1,000
Grants and Fixed Charges		935,000
Contingency		55,000
Operating Transfer Charges		82,016
Total	\$	4,352,521
Total Authorized Full-Time Positions	16	

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		6,770,985
Equipment		392,056
Grants and Fixed Charges		3,925,350
Operating Transfer Charges		1,163,161
Operating Transfer Credits		(12,098,321)
Total	\$	27,030,633
Total Authorized Full-Time Positions	167	

DEPARTMENT OF PUBLIC WORKS

Salaries and Wages			\$	24,597,539
Benefits				14,348,323
Training and Civic Affairs				49,945
Communication and Utilities				24,785,917
Materials and Supplies				4,523,681
Contractual Services				10,534,975
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			\$	77,957,691
Total Authorized Full-Time Positions	<u>389</u>	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				1,579,983
Equipment				55,175
Grants and Fixed Charges				56,500
Operating Transfer Charges				1,136,835
Operating Transfer Credits				(803,217)
Total			\$	15,593,142
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				1,403,163
Contractual Services				2,314,162
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	\$	200,000
Total	\$	200,000
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	\$	1,376,948
Total	\$	1,376,948

NEW CASTLE COUNTY

Salaries and Wages	\$	128,181,751
Benefits		74,362,066
Training and Civic Affairs		683,771
Communication and Utilities		35,270,622
Materials and Supplies		7,374,247
Contractual Services		24,554,094
Equipment		2,444,736
Grants and Fixed Charges		16,157,763
Debt Service		45,540,069
Land and Structures		35,000
Contingency		2,336,948
Operating Transfer Charges		16,333,443
Operating Transfer Credits		(20,531,152)
Sub-Total New Castle County	\$	332,743,358
Total Authorized Full-Time Positions	<u>1,667</u>	<u>1,662</u>

RESERVE ACCOUNTS AS OF OCTOBER 24, 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

Prime Sponsor(s): Mr. Smiley, Mr. Cartier
Requested by: Administration/Finance
Date of introduction: November 14, 2023

ORDINANCE NO. 23-159

**AMEND THE GRANTS BUDGET:
APPROPRIATE \$100,000 IN AMERICAN RESCUE PLAN ACT LOCAL ASSISTANCE
AND TRIBAL CONSISTENCY FUND FROM THE U.S. DEPARTMENT OF
TREASURY**

1 **WHEREAS**, the federal American Rescue Plan Act (ARPA) appropriated funds for
2 the Local Assistance and Tribal Consistency Fund, to provide payments to eligible
3 revenue sharing counties and eligible Tribal governments for use on any governmental
4 purpose except for a lobbying activity; and
5

6 **WHEREAS**, New Castle County has received \$100,000 from this fund, as an
7 eligible county; and
8

9 **WHEREAS**, authorization is sought to appropriate these funds towards additional
10 support for local non-profit organizations impacted by the COVID-19 pandemic, to
11 alleviate some of the challenges of providing funds to non-profit organizations given the
12 high eligibility and reporting requirements of the State and Local Fiscal Recovery Funds.
13

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

19 **NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:**
20

21 Section 1. The Grants Budget as adopted by Ordinance No. 75-173 is hereby
22 amended by adding the material on the attached Exhibit "A," which is considered to be
23 underscored in its entirety, attached hereto and made a part thereof.
24

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

29 Section 3. It is the intent of the County Council that the provisions of this Ordinance
30 shall be effective retroactive to March 15, 2021.

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 \$100,000.00 toward support of non-profit organizations impacted by the COVID-19 pandemic, especially small non-profits less able to comply with the strict requirements of the ARPA State and Local Fiscal Recovery Funds that the county has received and is administering.

FISCAL NOTE: This Ordinance, if approved, will amend the Grants Budget by increasing the authorized spending authority of the Grants Budget of \$100,000. This increase will impact FY2024 and FY2025 since the funds are anticipated to be fully expended by June 30, 2025.

DEPARTMENT: County Executive

GRANT TITLE: Local Assistance and Tribal Consistency Fund

PROGRAM TITLE: Local Assistance and Tribal Consistency Fund

EXHIBIT: "A"

Ordinance No. 23-159

Expense	Current	Change	Revised
Salaries and Wages	\$ -	\$ -	\$ -
Benefits	\$ -	\$ -	\$ -
Training/Civic Affairs	\$ -	\$ -	\$ -
Communication/Utilities	\$ -	\$ -	\$ -
Materials/Supplies	\$ -	\$ -	\$ -
Contractual Services	\$ -	\$ -	\$ -
Equipment	\$ -	\$ -	\$ -
Grants/Fixed Charges	\$ 100,000.00	\$ -	\$ 100,000.00
Land and Structures	\$ -	\$ -	\$ -
Contingency	\$ -	\$ -	\$ -
Operating Transfer Charges	\$ -	\$ -	\$ -
Operating Transfer Credits	\$ -	\$ -	\$ -
Total	\$ 100,000.00	\$ -	\$ 100,000.00

Revenue	Current	Change	Revised
Federal	\$ -	\$ 100,000.00	\$ 100,000.00
State	\$ -	\$ -	\$ -
County	\$ -	\$ -	\$ -
Program Income	\$ -	\$ -	\$ -
Other	\$ -	\$ -	\$ -
Total	\$ -	\$ 100,000.00	\$ 100,000.00

SUPPLEMENTAL INFORMATION

Estimated Program Initiation: 3/15/2021 **Estimated Program Completion:** 6/30/2025

The Local Match: N/A **Found in (ORG):** N/A

Ordinance Passed: **Date Revised:**

PROGRAM DESCRIPTION:

The funds may be used to cover any cost incurred on or after March 15, 2021, for any governmental purpose other than a lobbying activity.

11/14/2023

Prime Sponsor(s): Mr. Smiley, Mr. Cartier
Co-Sponsor(s): Mr. Hollins
Date of introduction: October 10, 2023

**SUBSTITUTE NO. 1 TO
ORDINANCE NO. 23-141**

**TO AMEND NEW CASTLE COUNTY CODE CHAPTER 2 ("ADMINISTRATION"),
ARTICLE 5 ("DEPARTMENTS AND OFFICES"), SECTION 301 ("FUNCTIONS"),
SECTION 303 ("PURCHASING OF CONTRACT CONSTRUCTION"), SECTION 501
("OFFICE OF TECHNOLOGY AND ADMINISTRATIVE SERVICES"), AND SECTION
502 ("PURCHASING OF SUPPLIES AND CONTRACTUAL SERVICES")**

1 **WHEREAS**, New Castle County ("County") has a compelling interest to use its
2 spending powers in a manner that promotes a robust and inclusive economy that fully
3 utilizes all segments of its business population regardless of race or gender; and
4

5 **WHEREAS**, the County Department of Public Works ("Public Works") retained
6 Keen Independent Research LLC ("Keen") to perform a disparity study to analyze whether
7 there are disparities in the utilization and availability of minority- and women-owned
8 businesses within our market region, in public works contracts; and
9

10 **WHEREAS**, in April 2022, Keen and Public Works presented the results of the
11 disparity study to County Council, with Keen finding that while Public Works does not
12 have an *overall* disparity with respect to awarding public works contracts to minority- and
13 women-owned businesses, there was underutilization with respect to the awarding of
14 public works contracts to African American-, Asian American-, and Native American-
15 owned businesses; and
16

17 **WHEREAS**, to address the underutilization of certain minority-owned businesses
18 in public works contracts, Keen recommended that the County implement a Small
19 Business Enterprise ("SBE") program to solicit, educate, and engage SBEs, including
20 minority-owned enterprises ("MBEs"), women-owned enterprises ("WBEs"), and all
21 disadvantaged business enterprises (collectively "DBEs"); and
22

23 **WHEREAS**, as part of the SBE program, Keen recommended that the County
24 raise the bidding limits of public works contracts to equal those of the State of Delaware,
25 thereby potentially increasing the number of contracts that can be bid informally, with
26 procedures to attract and directly engage SBEs, including DBEs, and
27

28 **WHEREAS**, the County desires to expand the SBE program, including the
29 increase in bid limits, to include all types of County contracts, including public works
30 contracts, professional services contracts, contractual services contracts, and material
31 and supplies contracts; and
32

33 **WHEREAS**, on May 24, 2022, County Council passed Resolution 22-111, urging
34 the Delaware General Assembly to authorize the County to implement adjusted bidding
35 thresholds, consistent with the State of Delaware, for County contracts; and

36 **WHEREAS**, on July 21, 2023, the Governor signed House Bill 72, which raised the
37 public bidding thresholds for procurement of goods, contractual services, professional
38 services and public works contracts by county governments to match the bidding
39 thresholds set forth by the State of Delaware’s Contracting and Purchasing Advisory
40 Council or as otherwise set forth by state law; and

41
42 **WHEREAS**, changes to the *New Castle County Code* are required to adopt the
43 new bidding thresholds as proposed; and

44
45 **WHEREAS**, in addition to the changes to the bidding thresholds, the County would
46 like to modify its code to accurately reflect its current public works contract procedures;
47 to allow multiple source contracting for public works contracts; and to provide updates to
48 the County’s purchasing provisions.

49
50 **NOW, THEREFORE, THE COUNTY OF NEW CASTLE HEREBY ORDAINS:**

51
52 Section 1. *New Castle County Code* Chapter 2 (“Administration”), Article 5
53 (“Department and Offices”), Division 2.05.300 (“Department of Public Works”), Section
54 2.05.301 (“Functions”), is hereby amended by adding the material that is underscored
55 and deleting the material that is bracketed and stricken, as set forth below:

56
57 **Sec. 2.05.301. Functions.**

58
59 ***

60 B. ~~[Assist]~~ Coordinate with the ~~[Department of Administration]~~ Office of
61 Technology and Administrative Services in the tabulation of bids and in the determination
62 of the lowest and best bidder with respect to all public works contracts, and, upon request
63 of the Office of ~~[Administration]~~ Technology and Administrative Services, with respect to
64 contracts for materials, supplies and equipment.

65
66 ***

67
68 Section 2. *New Castle County Code* Chapter 2 (“Administration”), Article 5
69 (“Department and Offices”), Division 2.05.300 (“Department of Public Works”), Section
70 2.05.301 (“Purchasing of contract construction”), is hereby amended by adding the
71 material that is underscored and deleting the material that is bracketed and stricken, as
72 set forth below:

73
74 **Sec. 2.05.303. Purchasing of contract construction.**

75
76 A. *Definitions.* The following words, terms, and phrases, when used in this
77 Section, shall have meanings ascribed to them in this Subsection, except where the
78 context clearly indicates a different meaning:

79
80 ***

82 *Material* means materials, equipment, tools, supplies and other tangible
83 personal property used in connection with or for the performance of a [special-services]
84 public works contract or which becomes a component part of the finished project resulting
85 from contract construction.

86
87 ***

88
89 B. ...

90
91 C. *Duties.* In coordination with the Office of Technology and Administrative
92 Services, the Department of Public Works shall have charge of and be responsible for the
93 purchasing of all contract construction for the County and all County agencies and using
94 agencies and the entering into of all public works contracts for such contract construction,
95 and the Department of Public Works shall perform its functions and duties and exercise
96 its power and authority for such purchasing and such contracting in accordance with the
97 terms and conditions of this Section.

98
99 D. *Procedures.*

100 1. *Procurement of public works contracts – Formal Bid.*

101 a. All contract construction shall be performed by public works
102 contracts entered into on the open market after competitive
103 bidding in accordance with the terms of this Section, except
104 only in the following specified instances where competitive
105 bidding shall not be required:

106 i. Where the probable cost of the contract construction is
107 estimated not to exceed ~~[fifty thousand dollars~~
108 ~~(\$50,000.00)]~~ two hundred fifty thousand dollars
109 (\$250,000.00).

110
111 ***

112
113 b. If the probable cost of the contract construction is estimated
114 to exceed fifty [two hundred fifty] thousand dollars
115 (~~[\$50,000.00]~~ \$250,000.00), the ~~[special-services]~~ public
116 works contract for such contract construction shall be
117 obtained only after public advertising and competitive bidding
118 and the receipt of sealed bids as provided for in this Section.

119
120 ***

121
122 j. If the probable cost of the contract construction is estimated
123 to exceed ~~[fifty thousand dollars (\$50,000.00)]~~ two hundred
124 fifty thousand dollars (\$250,000.00), the ~~[special-services]~~
125 public works contract for such contract construction shall be
126 obtained only after public advertising and competitive bidding
127 and the receipt of sealed bids as provided for in this Section.

128
129 ***

2. *Plans and specifications for competitive bidding; descriptions; public advertisement.*

a.

ii. When the County or a using agency or a County agency proposes to enter into a public works contract for a public building project, not a highway and heavy project, and the probable cost of the contract is estimated to exceed [~~fifty thousand dollars (\$50,000.00)~~] two hundred fifty thousand dollars (\$250,000.00), there shall be a prebid meeting of prospective bidders (attendance [~~is not~~] may be mandatory) held with and called publicly upon reasonable notice by the County, the using agency or the County agency, as the case may be, at a place and time stated in such notice, which meeting shall be at least fifteen (15) calendar days before the date for the submission of bids; at the meeting all the participants, including the County, the using agency or the County agency, as the case may be, shall attempt to agree upon a listing of all subcontractor categories to be included in the bids for performing the public works contract as required by Subsection D.9. If all the participants do not agree on such a listing at the meeting, the County, the using agency or the County agency, as the case may be, itself, at least ten (10) calendar days before the due date for submission of bids, shall determine the subcontractor categories to be included in the listing. The listing, whether agreed to by all of the participants at the meeting or determined in the absence of the unanimous agreement of the participants at the meeting by the County, the using agency or the County agency, as the case may be, itself, shall be published by the County, the using agency or the County agency, as the case may be, at least ten (10) calendar days before the due date for the submission of bids, by mailing the listing to each of the participants at the meeting and to such other industry organization, as shall be determined from time to time by the County or the County agency or the using agency, as the case may be. The listing, determined in either of the manners specified in this Subsection and as so published, shall be final and binding upon all bidders and the County, the using agency or the County agency, as the case may be, and it shall be filled out completely in full without any abbreviations.

b. When the probable cost of the proposed public works contract is estimated to exceed [~~fifty thousand dollars~~]

178 (~~\$50,000.00~~)] two hundred fifty thousand dollars
179 (~~\$250,000.00~~) and after or in connection with compliance
180 with Subsection D.2.a.i and, if applicable, Subsection
181 D.2.a.ii, the County, the using agency or the County agency,
182 as the case may be, shall then advertise for formal sealed
183 bids for the public works contract. The advertisement for
184 such bids shall be published at least once a week for two (2)
185 consecutive weeks in a newspaper published and of general
186 circulation in each county of the State. The advertisement
187 shall state the name of the procuring or awarding agency;
188 shall indicate with reasonable accuracy the character,
189 quantity and location of the work and/or the characters and
190 quantity of material; shall state the time and place of the
191 submission and opening of bids, which place in each
192 instance shall be within the County, and where in the County
193 the plans and specifications or descriptions and such other
194 terms and conditions as shall have been prepared for the
195 contract by the County or the using agency, as provided in
196 Subsection D.2.a.i, may be obtained.

197
198 ***

199
200 3. *Qualifying bidders – Contractor Responsibility Certifications.*

201
202 ***

203
204 4. *Deposit required with bids; return of security.*

- 205 a. If the probable cost of any public works contract is estimated
206 to exceed [~~ten thousand dollars (\$10,000.00)~~] two hundred
207 fifty thousand dollars (\$250,000.00), all bids shall be
208 accompanied by a deposit of either (i) a good and sufficient
209 bond to the County for the benefit of the awarding agency,
210 with corporate surety authorized to do business in this State,
211 the form of the bond and the surety to be approved by the
212 awarding agency, or (ii) a certified check of the bidder
213 endorsed to or made payable to the order of the awarding
214 agency, in either case for a sum equal to at least ten (10)
215 percent of the bid. The bid bond need not be for a specific
216 sum but may be stated to be for a sum equal to ten (10)
217 percent of the bid to which it relates and not to exceed a
218 certain stated sum, if such sum is equal to at least ten (10)
219 percent of the bid.

220
221 ***

222
223 5. *Opening of bids; award of public works contracts; right to reject bidders;*
224 *licenses required at time of award; mistakes, omissions and errors in preparation of bids.*
225

- f. If the Office of Technology and Administrative Services and/or the Department of Public Works determines that a Contractor or Subcontractor [Qualification] Responsibility Certification, or any other documentation or information submitted by the bidder, contains false or misleading material information that was provided knowingly or with reckless disregard for the truth, or omits material information that was omitted knowingly or with reckless disregard of the truth, the firm for which the certification was submitted shall be prohibited from performing work for the County for a period of up to five (5) years, and shall be further subject to any other penalties and sanctions, including contract termination, available to the County under law. A contract terminated under these circumstances shall further entitle the County to withhold payment of any monies due to the firm as liquidated damages.

9. ~~[Public works contracts exceeding fifty thousand dollars (\$50,000.00) for contract construction of a public building project.]~~ Required Subcontractor Information - Any public works contract for any contract construction of a public building project, but not of a highway and heavy project, where the probable cost of the contract construction is estimated to exceed ~~[fifty thousand dollars (\$50,000.00)]~~ two hundred fifty thousand dollars (\$250,000.00), shall be subject to the following:

11. Prevailing Wage.

- k. The County is authorized to monitor all contract construction for compliance with this Section and/or investigate all claims that the prevailing wage rates as provided for under this Section are not being or have not been paid. Upon finding that an employer has not paid or is not paying the prevailing wage rates, the County shall provide the employer with a written notice of alleged violation(s) by personal service or by certified mail and shall make an effort to obtain compliance. The notice of violation shall describe the violation(s), in addition to stating applicable sanctions and/or penalties. Upon failure to obtain compliance within ten (10) business days from the date the letter was received by the employer, the County may withhold so much of accrued

274 payments as may be considered necessary to pay to
275 laborers and mechanics the difference between the rates of
276 wages required by the contract to be paid laborers and
277 mechanics on the work and the rates of wages received by
278 such laborers and mechanics, and the accrued payments will
279 be distributed upon resolution of the matter. An employer
280 who disputes the alleged violation(s), sanctions or penalties
281 may, within ten (10) days from receipt of the notice of
282 violation, file a written request for a hearing before the
283 General Manager of the Department of Public Works or
284 his/her designee. The General Manager shall issue a final
285 order within [~~two (2)~~] five (5) business days from the
286 conclusion of the hearing. If no hearing is requested, the
287 notice shall become a final order upon expiration of the ten
288 (10) day period. Payment of the penalty is due when a final
289 order is issued or when the notice becomes a final order.
290 Failure to provide timely payment shall constitute a separate
291 violation of this Section. Any sum collected as a fine or
292 penalty pursuant to this Section shall be applied toward
293 enforcement and administration costs of the Department of
294 Public Works.

295 ***

296
297
298 **16. Add-ons and overruns on public works contracts.**

- 299 a. The County Executive may establish administrative policies
300 to limit the allowable add-ons and overruns on public works
301 contracts exceeding [~~fifty thousand dollars (\$50,000.00)~~] two
302 hundred fifty thousand dollars (\$250,000.00) as originally
303 executed. Such add-ons and overruns will only be allowed to
304 account for differences between the construction
305 specifications and drawings and actual conditions
306 encountered during the execution of the contract.
- 307
308 b. In no case shall additional work be added to a public works
309 contract exceeding [~~fifty thousand dollars (\$50,000.00)~~] two
310 hundred fifty thousand dollars (\$250,000.00), as originally
311 executed, which is not within the scope of the original public
312 works contract. The Office of Law [~~Department~~] shall
313 determine if work is within the scope of the original public
314 works contract. If it is not, the additional work must be
315 contracted for pursuant to Subsection D.1.
- 316
317 c. When contracts are let for less than [~~fifty thousand dollars~~
318 ~~(\$50,000.00)~~] two hundred fifty thousand dollars
319 (\$250,000.00) but due to add-ons and overruns exceed that
320 limit, the excess must be bid unless otherwise determined by
321 the County Executive.

18. Multiple source contracting. The County may award a public works contract to two (2) or more firms if the General Manager of the Department of Public Works makes a determination that such an award is in the best interest of the County. If such a determination is made, the advertisement shall include a notification of the right of the County to make such an award and the criteria upon which such an award will be based.

19. Small Business Enterprise Program. The County shall develop a Small Business Enterprise (SBE) Program to solicit, educate and engage SBEs. Such program shall be detailed in an administrative policy, which shall be made available to the public. The SBE Program policy shall include the administrative process for engaging SBEs and soliciting competitive prices for contracts below two hundred fifty thousand dollars (\$250,000).

Section 3. *New Castle County Code* Chapter 2 (“Administration”), Article 5 (“Department and Offices”), Division 2.05.300 (“Department of Administration”), Section 2.05.501 (“Office of Technology and Administrative Services”), is hereby amended by adding the material that is underscored and deleting the material that is bracketed and stricken, as set forth below:

Sec. 2.05.501. Office of Technology and Administrative Services.

The Office of Technology and Administrative Services, managed by the Chief of Technology and Administrative Services who shall be qualified for the position by education, experience and training, and shall perform the following functions:

- A. The Purchasing Section is responsible for obtaining goods and services for public purposes according to the laws and procedures intended to provide for the economical expenditures of public funds. The Purchasing Section also coordinates in the tabulation of bids and in the determination of the lowest and best bidder with respect to public works contracts.

Section 4. *New Castle County Code* Chapter 2 (“Administration”), Article 5 (“Department and Offices”), Division 2.05.300 (“Department of Administration”), Section 2.05.502 (“Purchasing of supplies and contractual services”), is hereby amended by adding the material that is underscored and deleting the material that is bracketed and stricken, as set forth below:

Sec. 2.05.502. Purchasing of supplies and contractual services.

- A. *Generally*

370
371 7. *Exceptions generally.*
372

- 373 a. All purchases of and contracts for supplies and contractual
374 services and all sales of obsolete or unusable personal
375 property shall except as specifically provided in this
376 Subsection, be based on competitive bids. Exceptions to
377 competitive bidding will include repair parts for ~~[special]~~
378 specialized equipment, sole-source items, patented items,
379 goods or services only available from one (1) source,
380 professional services, relating to entertainers/performers,
381 instructors, the purchase of insurance, the purchase of used
382 vehicles and equipment for undercover operations, including
383 all necessary maintenance and repairs, and emergency
384 needs and the purchase and updates of technology and
385 software for use by the Department of Public Safety in
386 connection with its undercover operations. Also, the sale,
387 donation and/or re-homing of any working animal that can no
388 longer perform the duties for New Castle County for which
389 the animal was originally obtained.
390

391 ***

- 392
393 c. If the cost of an exception exceeds ~~[twenty-five thousand~~
394 ~~dollars (\$25,000.00)]~~ one hundred thousand dollars
395 (\$100,000.00) for supplies and contractual services or one
396 hundred fifty thousand dollars (\$150,000.00) for professional
397 services relating to entertainment/performers or instructors,
398 the concurrence of the Law Department must be obtained.
399

400 ***

401
402 9. *Exception for emergency purchases.* When purchases are necessary to
403 avoid serious danger to life, impairment to property or equipment, considerable monetary
404 loss to the County, or when there is insufficient time for competitive bidding, the Chief of
405 Technology and Administrative Services ~~[or]~~ and the general manager of the impacted
406 department involved may declare an exception. If the probable cost of the purchase order
407 or contract to be made on an emergency basis exceeds ~~[twenty-five thousand dollars~~
408 ~~(\$25,000.00)]~~ one hundred thousand dollars (\$100,000.00), the County's Chief
409 Administrative Officer must declare that an unusual emergency exists by reason of
410 extraordinary conditions or contingencies that could not reasonably be foreseen and
411 guarded against and which in the opinion of the general manager or head of the agency
412 concerned requires immediate action. A complete record of the emergency purchase and
413 the situation necessitating the purchase shall be forwarded within twenty-four (24) hours
414 to the Chief of Technology and Administrative Services. If the purchase is in excess of
415 ~~[twenty-five thousand dollars (\$25,000.00)]~~ one hundred thousand dollars (\$100,000.00),
416 a record shall also be sent to the Law Department and the Chief Administrative Officer.
417

11. *Formal bidding and contract procedures.* All supplies and contractual services, except as otherwise provided in this Subsection A, when the estimated cost thereof shall exceed [~~twenty-five thousand dollars (\$25,000.00)~~] one hundred thousand dollars (\$100,000.00), shall be purchased by formal, written contract from the lowest responsible bidder, after due notice inviting sealed proposals. When any other interest of the County may prevail over cost factors, the invitation for bids shall so state, and award of the contract may be based in part upon those considerations.

- g. *Bids.* Bids shall be submitted sealed to Purchasing and shall be identified as bids on the envelope or may be submitted electronically to a specified e-mail address if instructions are provided within the bid document. Late bids shall be returned to the bidder unopened, and bids submitted electronically shall be rejected. Any bid which is not in the hands of Purchasing prior to or at the precise time stated in the invitation for bids shall be deemed to be a late bid. If a bid is delayed through the fault or error of a County employee, or a proven network issue within the County the bid shall be opened when received by Purchasing and evaluated with all other bids received. Bids shall be publicly opened in the County at the time and place specified in the notice and invitation to bid. A tabulation of all bids received shall be made available to the public on request. The Purchasing Agent shall not accept the bids of any disqualified bidder. The Purchasing Agent may waive minor irregularities in a bid. A minor irregularity shall be defined for these purposes as one which does not give the bidder in whose proposal it is contained an advantage or benefit not enjoyed by other bidders. A minor irregularity which may be waived or cured is any condition attached to the bid which does not change the terms of the purchase or unfairly prejudice other bidders. The Purchasing Agent shall have the authority to reject all bids, reject parts of all bids, or reject specific bids for anyone (1) or more supplies or contractual services included in the proposed contract, when it is in the best interest of the County.

13. *Sole source / single source procurement.*

- a. A contract may be awarded for material or nonprofessional services without competition if the agency head, prior to the procurement, determines in writing that there is only one source for the required material or nonprofessional service. Sole source or single source procurement shall not be used

466 unless there is sufficient evidence that there is only one
467 source for the required material or service and that no other
468 type of material or service will satisfy the requirement of the
469 agency. The Chief of Technology and Administrative Services
470 and the agency shall examine cost or pricing data prior to an
471 award under this Section. Sole source procurement shall be
472 avoided, except when no reasonable alternatives sources
473 exist. A written determination by the Chief of Technology and
474 Administrative Services stating the basis for the sole source
475 procurement shall be included in the agency contract file with
476 [a copy] notification sent to County Council a week prior to the
477 award of the contract if the contract to be awarded is [under
478 fifty thousand dollars (\$50,000.00)] over one hundred
479 thousand dollars (\$100,000.00) for goods and contractual
480 services.

481 ***

482
483
484 16. *Add-ons and overruns.*

485
486 ***

- 487
488 c. When contracts are let for less than or equal to [twenty-five
489 thousand dollars (\$25,000.00)] one hundred thousand dollars
490 (\$100,000.00) for goods and services, but due to add-ons and
491 overruns exceed that limit, the excess must be bid.

492
493 ***

494
495 19. *Small Business Enterprise Program.* The County shall develop a Small
496 Business Enterprise (SBE) Program to solicit, educate and engage SBEs. Such
497 program shall be detailed in an administrative policy, which shall be made available to
498 the public. The SBE Program policy shall include the administrative process for
499 engaging SBEs and soliciting competitive prices for contracts below one hundred
500 thousand dollars (\$100,000.00) for goods and contractual services.

501
502 B. *Professional services purchases and contracts.*

503
504 ***

505
506 3. *Scope.* Subsection B covers the purchase of and the contracting for all
507 professional services by an agency where the probable cost of such services is estimated
508 to exceed [fifty thousand dollars (\$50,000.00)] one hundred fifty thousand dollars
509 (\$150,000.00) for professional services, or where the provisions of Section 2.03.103.C
510 are invoked. Purchasing will [insure] ensure that the provisions of Section 2.03.103.C are
511 provided to all professional service contractors whose contracts are valued at more than
512 five hundred dollars (\$500.00).

7. *Sole source / single source procurement.*

- a. A contract may be awarded for professional service without competition if the agency head, prior to the procurement, determines in writing that there is only one source for the required professional service. Sole source procurement shall not be used unless there is sufficient evidence that there is only one source for the required professional service and that no other type of professional service will satisfy the requirement of the agency. The Chief of Technology and Administrative Services shall examine cost or pricing data prior to an award under this Section. Sole source procurement shall be avoided, except when no reasonable alternative sources exist. A written determination by the Chief of Technology and Administrative Services stating the basis for the sole source procurement shall be included in the contract file with a ~~[copy]~~ notification sent to County Council a week prior to the award of the contract if the contract to be awarded is [under fifty thousand dollars (\$50,000.00)] over one hundred fifty thousand dollars (\$150,000.00) for professional services.

12. *Add ons and overruns.*

- a. The County Executive may establish administrative policies to limit the allowable add-ons and overruns on purchases of professional services.
- b. Additional professional services which are not within the scope of the original purchase order, contract or request for proposal shall not be added to a purchase order or contract. The Law Department shall determine if the professional services are within the original scope of the purchase order, the contract or request for proposal. If they are not, the additional professional services must be purchased or contracted for pursuant to Subsection B.4.
- c. When contracts are let for less than or equal to one hundred fifty thousand dollars (\$150,000.00) but due to add-ons and overruns exceed that limit, the excess must be bid.

13. *Small Business Enterprise Program.* The County shall develop a Small Business Enterprise (SBE) Program to solicit, educate and engage SBEs. Such program shall be detailed in an administrative policy, which shall be made available to the public. The SBE Program policy shall include the administrative process for engaging SBEs and soliciting competitive prices for contracts below one hundred fifty thousand dollars (\$150,000.00) for professional services.

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 legislation will raise the bid thresholds for procurement of goods, contractual services, professional services and public works contracts by New Castle County as permitted by State law; modify New Castle County's procurement code in order to accurately reflect its current public works contracts procedures; revise the procurement code to allow New Castle County to award public works contracts via multiple source contracting; and require the County to create a small business enterprise program.

Substitute No. 1 to Ordinance No. 23-141: In addition to making certain clarifications to Ordinance No. 23-141, Substitution No. 1. to Ordinance No. 23-141 provides additional background information in the preamble of the ordinance to further describe the basis for New Castle County's request to change the procurement code as proposed by Substitution No. 1. to Ordinance No. 23-141.

FISCAL NOTE: No discernible fiscal impact.

Introduced by: Mr. Smiley, Mr. Cartier
Date of introduction: October 10, 2023

ORDINANCE NO. 23-141

**TO AMEND *NEW CASTLE COUNTY CODE* CHAPTER 2 (“ADMINISTRATION”),
ARTICLE 5 (“DEPARTMENTS AND OFFICES”), SECTION 303 (“PURCHASING OF
CONTRACT CONSTRUCTION”) AND SECTION 502 (“PURCHASING OF SUPPLIES
AND CONTRACTUAL SERVICES”)**

WHEREAS, in order to make the procurement process more transparent, to centralize the process and to standardize the process, it has been determined that it would be beneficial to shift the responsibility, in large part, for the procurement of contract construction from the Office of Technology and Administration Services to the Department of Public Works.

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

Section 1. *New Castle County Code* Chapter 2 (“Administration”), Article 5 (“Department and Offices”), Division 2.05.300 (“Department of Public Works”), Section 2.05.303 (“Purchasing of contract construction”), is hereby amended by adding the material that is underscored and deleting the material that is bracketed and stricken, as set forth below:

Sec. 2.05.303. Purchasing of contract construction.

A. *Definitions.* The following words, terms, and phrases, when used in this Section, shall have meanings ascribed to them in this Subsection, except where the context clearly indicates a different meaning:

Material means materials, equipment, tools, supplies and other tangible personal property used in connection with or for the performance of a ~~[special services]~~ public works contract or which becomes a component part of the finished project resulting from contract construction.

B. ...

C. *Duties.* The ~~[Office of Technology and Administrative Services]~~ Department Public Works shall have charge of and be responsible for the purchasing of all contract construction for the County and all County agencies and using agencies and the entering into of all public works contracts for such contract construction, and the Department of Public Works shall perform its functions and duties and exercise its power and authority for such purchasing and such contracting in accordance with the terms and conditions of this Section.

D. *Procedures.*

1. *Procurement of public works contracts – Formal Bid.*

- a. All contract construction shall be performed by public works contracts entered into on the open market after competitive bidding in accordance with the terms of this Section, except only in the following specified instances where competitive bidding shall not be required:
 - i. Where the probable cost of the contract construction is estimated not to exceed [~~fifty thousand dollars (\$50,000.00)~~] two hundred fifty thousand dollars (\$250,000.00).

- j. If the probable cost of the contract construction is estimated to exceed [~~fifty thousand dollars (\$50,000.00)~~] two hundred fifty thousand dollars (\$250,000.00), the [~~special services~~] public works contract for such contract construction shall be obtained only after public advertising and competitive bidding and the receipt of sealed bids as provided for in this Section.

2. *Plans and specifications for competitive bidding; descriptions; public advertisement.*

- a.
 - i. In addition to contracts subject to the bid requirements of this Section, when the County or a using agency or a County agency proposes to enter into a public works contract [~~and the probably cost of such contract is estimated to exceed twenty thousand dollars (\$20,000.00)~~], the County, the using agency or the County agency as the case may be, shall cause suitable plans and specifications for such project to be prepared for it by registered and licensed architects or engineers who shall sign such plans and specifications and affix their seals thereto; provided, however, that when the plans and specifications for the public works contract are identical to plans and specifications similarly signed and sealed for previous public works contracts awarded under this Section, such identical plans and specifications may be utilized without new or updated signatures and seals of the registered and licensed architects or engineers; provided, further, that any architect or engineer who signed and sealed the original of such identical plans will have no liability arising from the use of such architect's or engineer's plans and specifications other than the use contemplated by the contract pursuant to which the original of such plans and specifications

was created, signed and sealed, unless such architect or engineer reviews and approves such different use. The County, the using agency or the County agency, as the case may be, shall publish such plans and specifications as part of the proposed public works contract and prescribe such other terms and conditions as it deems necessary. The description of work and/or material and the plans and specifications may use a brand or trade name specifically when it is in the best interests of the County to match its existing inventory.

ii. When the County or a using agency or a County agency proposes to enter into a public works contract [~~for a public building project, not a highway and heavy project~~], and the probable cost of the contract is estimated to exceed [~~fifty thousand dollars (\$50,000.00)~~] two hundred fifty thousand dollars (\$250,000.00), there shall be a prebid meeting of prospective bidders (attendance [~~is not~~] may be mandatory) held with and called publicly upon reasonable notice by the County, the using agency or the County agency, as the case may be, at a place and time stated in such notice, which meeting shall be at least fifteen (15) calendar days before the date for the submission of bids; at the meeting all the participants, including the County, the using agency or the County agency, as the case may be, shall attempt to agree upon a listing of all subcontractor categories to be included in the bids for performing the public works contract as required by Subsection D.9. If all the participants do not agree on such a listing at the meeting, the County, the using agency or the County agency, as the case may be, itself, at least ten (10) calendar days before the due date for submission of bids, shall determine the subcontractor categories to be included in the listing. The listing, whether agreed to by all of the participants at the meeting or determined in the absence of the unanimous agreement of the participants at the meeting by the County, the using agency or the County agency, as the case may be, itself, shall be published by the County, the using agency or the County agency, as the case may be, at least ten (10) calendar days before the due date for the submission of bids, by mailing the listing to each of the participants at the meeting and to such other industry organization, as shall be determined from time to time by the County or the County agency or the using agency, as the case may be. The listing, determined in either of the manners specified in this Subsection and as so published, shall be final and binding upon all bidders and the County, the using agency or the County agency, as the case may be, and it shall be filled out completely in full without any abbreviations.

- b. When the probable cost of the proposed public works contract is estimated to exceed [~~fifty thousand dollars (\$50,000.00)~~] two hundred fifty thousand dollars (\$250,000.00) and after or in connection with compliance with Subsection D.2.a.i and, if applicable, Subsection D.2.a.ii, the County, the using agency or the County agency, as the case may be, shall then advertise for formal sealed bids for the public works contract. The advertisement for such bids shall be published at least once a week for two (2) consecutive weeks in a newspaper published and of general circulation in each county of the State. The advertisement shall state the name of the procuring or awarding agency; shall indicate with reasonable accuracy the character, quantity and location of the work and/or the characters and quantity of material; shall state the time and place of the submission and opening of bids, which place in each instance shall be within the County, and where in the County the plans and specifications or descriptions and such other terms and conditions as shall have been prepared for the contract by the County or the using agency, as provided in Subsection D.2.a.i, may be obtained.

3. *Qualifying bidders – Contractor Responsibility Certifications.*

- a. The County or a using agency or a county agency shall require any person proposing to bid on a public works contract, as a condition to submitting a bid to it for consideration, to submit to the [~~Office of Technology and Administrative Services~~] Department of Public Works a Contractor Responsibility Certification for contracts where the probable cost of the contract is expected to exceed five hundred thousand dollars (\$500,000.00). Only bids approved by the [~~Office of Administrative Services~~] Department of Public Works as meeting all requirements for Contractor Responsibility Certification may be considered by the County or a using agency or a County agency. Such Contractor Responsibility Certification shall include, at a minimum, the following:

xiii. Certification that the bidder shall abide by the County's Small Business Enterprise Program.

- b. The [~~Office of Technology and Administrative Services~~] Department of Public Works shall require bidders and subcontractors to provide appropriate documentation of the

conditions specified in the respective responsibility certifications required by this Section.

- c. The ~~[Office of Technology and Administrative Services]~~ Department of Public Works may require from bidders or subcontractors any other additional information or documents as it deems necessary to evaluate the responsibility of bidders and subcontractors. Such information may include, but shall not be limited to, detailed financial information, references from prior contract customers, past performance evaluations from prior contracts, budget, schedule and change order information from prior contracts or other information deemed necessary for reviewing the bidder's technical qualifications, background, past performance and history of business integrity and law compliance.
- d. If a bidder fails to provide the Contractor Responsibility Certification required by this Section, the bidder shall be disqualified from bidding on the public works contract. If a bidder fails to provide other information or documentation required by the ~~[Office of Technology and Administrative Services]~~ Department of Public Works, it may be disqualified from being awarded the public works contract.

- f. If the ~~[Office of Administrative Services]~~ Department of Public Works receives no qualifying bids in response to its initial invitation to bid for a contract, the invitation shall be amended to exclude the certification requirement set forth in Subsection 2.05.303.D.3.a.viii.
- g. The award of a public works contract is contingent upon the ~~[Office of Administrative Services]~~ Department of Public Works receiving documentation from bidder verifying compliance with Subsections 2.05.303.D.3.a.i—~~[xii]~~ xiii. ~~[The Office of Administrative Services]~~ The Department of Public Works shall contact the agency or group administering bidder's apprenticeship program to further verify participation.
- h. Any contractor who is awarded a public works contract that was subject to the certification requirement found in Subsection 2.05.303.D.3.a.viii. must maintain participation in its apprenticeship program until the Department of Public Works issues conditional acceptance of the work unless the contractor graduates an apprentice from the program prior to completion of the public works contract or there is an unforeseeable circumstance that arises through no fault of the contractor. Upon completion of

the contractor's work under the public works contract, the contractor must provide the ~~[Office of Administrative Services]~~ Department of Public Works with a verification that it continued to participate in its apprenticeship program until the issuance of conditional acceptance of the work by the Department of Public Works. In the event the contractor is awarded a public works contract but cannot provide verification that it maintained participation in its apprenticeship program for the duration of the contract, the contractor shall be disqualified by the ~~[Office of Administrative Services]~~ Department of Public Works from bidding on any public works contracts for six (6) months from the date the ~~[Office of Administrative Services]~~ Department of Public Works determined that the contractor had failed to maintain participation in such program.

4. *Deposit required with bids; return of security.*

- a. If the probable cost of any public works contract is estimated to exceed ~~[ten thousand dollars (\$10,000.00)]~~ two hundred fifty thousand dollars (\$250,000.00), all bids shall be accompanied by a deposit of either (i) a good and sufficient bond to the County for the benefit of the awarding agency, with corporate surety authorized to do business in this State, the form of the bond and the surety to be approved by the awarding agency, or (ii) a certified check of the bidder endorsed to or made payable to the order of the awarding agency, in either case for a sum equal to at least ten (10) percent of the bid. The bid bond need not be for a specific sum but may be stated to be for a sum equal to ten (10) percent of the bid to which it relates and not to exceed a certain stated sum, if such sum is equal to at least ten (10) percent of the bid.

5. *Opening of bids; award of public works contracts; right to reject bids; licenses required at time of award; mistakes, omissions and errors in preparation of bids.*

- c. Determination of contractor responsibility.
 - i. After bids have been publicly opened and the apparent low bidder has been identified pursuant to this Section, the ~~[Office of Technology and Administrative Services]~~ Department of Public Works shall provide such bidder with a written Request for Bidder Information that shall require the bidder to provide, within fourteen (14) calendar days, the subcontractor list and Subcontractor Responsibility Certifications required by this Section. A subcontractor listed pursuant to this Section shall not be substituted unless written

authorization is obtained from the [~~Office of Technology and Administrative Services~~] Department of Public Works and a Subcontractor Responsibility Certification is provided for the substitute subcontractor.

- ii. During the period between the issuance of the Request for Bidder Information and the award of the contract, the [~~Office of Technology and Administrative Services~~] Department of Public Works shall undertake a review to determine whether the apparent low bidder and its listed subcontractors have provided all necessary information and documentation required by this Section and otherwise possess the necessary experience, financial resources, personnel resources and technical qualifications to successfully perform the public works contract and have a sufficient record of law compliance and business integrity to justify the award of a public contract. In conducting such inquiries, the [~~Office of Technology and Administrative Services~~] Department of Public Works may seek additional information from the bidder, prior customers of the bidder, or from any other relevant source.
- iii. If at the conclusion of its review, the [~~Office of Technology and Administrative Services, on the recommendation of the~~] Department of Public Works[,] determines that the qualifications, background and responsibility of the apparent low bidder and its identified subcontractors are satisfactory, it shall award the contract.
- iv. In the event that the [~~Office of Technology and Administrative Services~~] Department of Public Works determines that a prospective subcontractor listed by the apparent low bidder does not meet the responsibility standards of this Section, the Department may, after informing the awardee, exercise one (1) of the following options:

- f. If the Office of Technology and Administrative Services and/or the Department of Public Works determines that a Contractor or Subcontractor [~~Qualification~~] Responsibility Certification, or any other documentation or information submitted by the bidder, contains false or misleading material information that was provided knowingly or with reckless disregard for the truth, or omits material information that was omitted knowingly or with

reckless disregard of the truth, the firm for which the certification was submitted shall be prohibited from performing work for the County for a period of up to five (5) years, and shall be further subject to any other penalties and sanctions, including contract termination, available to the County under law. A contract terminated under these circumstances shall further entitle the County to withhold payment of any monies due to the firm as liquidated damages.

- g. To ensure compliance on public works contracts with equal employment opportunity laws and policies, and other County contracting laws and policies, the ~~[Office of Technology and Administrative Services]~~ Department of Public Works shall monitor such contracts and prepare a quarterly report to County Council that indicates the percentages of minority, women, apprentice and in-state workers employed on public works contracts. The quarterly report will be based on information submitted by the contractor in a format defined by ~~[the Office of Technology and Administrative Services]~~ the Department of Public Works at the time of request for bids and will include all active public works contracts. The report shall be considered a public document.

9. ~~[Public works contracts exceeding fifty thousand dollars (\$50,000.00) for contract construction of a public building project.]~~ Required Subcontractor Information - Any public works contract [for any contract construction of a public building project, but not of a highway and heavy project,] where the probable cost of the contract construction is estimated to exceed [fifty thousand dollars (\$50,000.00)] two hundred fifty thousand dollars (\$250,000.00), shall be subject to the following:

11. Prevailing Wage.

- k. The County is authorized to monitor all contract construction for compliance with this Section and/or investigate all claims that the prevailing wage rates as provided for under this Section are not being or have not been paid. Upon finding that an employer has not paid or is not paying the prevailing wage rates, the County shall provide the employer with a written notice of alleged violation(s) by personal service or by certified mail and shall make an effort to obtain compliance. The notice of violation shall describe the

violation(s), in addition to stating applicable sanctions and/or penalties. Upon failure to obtain compliance within ten (10) business days from the date the letter was received by the employer, the County may withhold so much of accrued payments as may be considered necessary to pay to laborers and mechanics the difference between the rates of wages required by the contract to be paid laborers and mechanics on the work and the rates of wages received by such laborers and mechanics, and the accrued payments will be distributed upon resolution of the matter. An employer who disputes the alleged violation(s), sanctions or penalties may, within ten (10) days from receipt of the notice of violation, file a written request for a hearing before the General Manager of the Department of Public Works or his/her designee. The General Manager shall issue a final order within ~~[two (2)]~~ five (5) business days from the conclusion of the hearing. If no hearing is requested, the notice shall become a final order upon expiration of the ten (10) day period. Payment of the penalty is due when a final order is issued or when the notice becomes a final order. Failure to provide timely payment shall constitute a separate violation of this Section. Any sum collected as a fine or penalty pursuant to this Section shall be applied toward enforcement and administration costs of the Department of Public Works.

16. *Add-ons and overruns on public works contracts.*

- a. The County Executive may establish administrative policies to limit the allowable add-ons and overruns on public works contracts exceeding ~~[fifty thousand dollars (\$50,000.00)]~~ two hundred fifty thousand dollars (\$250,000.00) as originally executed. Such add-ons and overruns will only be allowed to account for differences between the construction specifications and drawings and actual conditions encountered during the execution of the contract.
- l. In no case shall additional work be added to a public works contract exceeding ~~[fifty thousand dollars (\$50,000.00)]~~ two hundred fifty thousand dollars (\$250,000.00), as originally executed, which is not within the scope of the original public works contract. The Office of Law ~~[Department]~~ shall determine if work is within the scope of the original public works contract. If it is not, the additional work must be contracted for pursuant to Subsection D.1.
- m. When contracts are let for less than ~~[fifty thousand dollars (\$50,000.00)]~~ two hundred fifty thousand dollars (\$250,000.00)

but due to add-ons and overruns exceed that limit, the excess must be bid unless otherwise determined by the County Executive.

18. Multiple source contracting. The County may award a contract for a particular contract construction project to two (2) or more firms if the General Manager of the Department of Public Works makes a determination that such an award is in the best interest of the County. If such a determination is made, the advertisement shall include a notification of the right of the County to make such an award and the criteria upon which such an award will be based.

19. Small Business Enterprise Program. Contracts awarded pursuant to this section shall be subject to the County's Small Business Enterprise program as further detailed in an administrative policy, which shall be made available to the public.

20. Procurement of public works contracts – Informal Public Works Contract Procedures.

- a. Applicability. Any public works contract for which the probable cost is less than or equal to two hundred fifty thousand dollars (\$250,000.00) shall be subject this section.
- b. Procedure. All informal public works contracts shall follow the procedures set by the Department of Public Works and shall include a simplified administrative process for obtaining competitive prices for contracts anticipated to be below two hundred fifty thousand dollars (\$250,000.00).
- c. Bid and performance bonds may be made a requirement for informal public works contracts made pursuant to this section.
- d. Informal public works contracts shall still be subject to the prevailing wage requirements set forth in Subjection D.11, the drug and alcohol testing requirements set forth in Section 2.05.305, and the Small Business Enterprise Program requirements set forth in Section _____ of the New Castle County Code.

Sec. 2.05.502. Purchasing of supplies and contractual services.

A. Generally

7. Exceptions generally.

- a. All purchases of and contracts for supplies and contractual services and all sales of obsolete or unusable personal property shall except as specifically provided in this Subsection, be based on competitive bids. Exceptions to competitive bidding will include repair parts for ~~[special]~~ specialized equipment, sole-source items, patented items, goods or services only available from one (1) source, professional services, relating to entertainers/performers, instructors, the purchase of insurance, the purchase of used vehicles and equipment for undercover operations, including all necessary maintenance and repairs, and emergency needs and the purchase and updates of technology and software for use by the Department of Public Safety in connection with its undercover operations. Also, the sale, donation and/or re-homing of any working animal that can no longer perform the duties for New Castle County for which the animal was originally obtained.

- c. If the cost of an exception exceeds ~~[twenty-five thousand dollars (\$25,000.00)]~~ one hundred thousand dollars (\$100,000.00) for supplies and contractual services or one hundred fifty thousand dollars (\$150,000.00) for professional services relating to entertainment/performers or instructors, the concurrence of the Law Department must be obtained.

9. *Exception for emergency purchases.* When purchases are necessary to avoid serious danger to life, impairment to property or equipment, considerable monetary loss to the County, or when there is insufficient time for competitive bidding, the Chief of Technology and Administrative Services ~~[or]~~ and the general manager of the impacted department involved may declare an exception. If the probable cost of the purchase order or contract to be made on an emergency basis exceeds ~~[twenty-five thousand dollars (\$25,000.00)]~~ one hundred thousand dollars (\$100,000.00), the County's Chief Administrative Officer must declare that an unusual emergency exists by reason of extraordinary conditions or contingencies that could not reasonably be foreseen and guarded against and which in the opinion of the general manager or head of the agency concerned requires immediate action. A complete record of the emergency purchase and the situation necessitating the purchase shall be forwarded within twenty-four (24) hours to the Chief of Technology and Administrative Services. If the purchase is in excess of ~~[twenty-five thousand dollars (\$25,000.00)]~~ one hundred thousand dollars (\$100,000.00), a record shall also be sent to the Law Department and the Chief Administrative Officer.

11. *Formal bidding and contract procedures.* All supplies and contractual services, except as otherwise provided in this Subsection A, when the estimated cost thereof shall exceed

[~~twenty-five thousand dollars (\$25,000.00)~~] one hundred thousand dollars (\$100,000.00), shall be purchased by formal, written contract from the lowest responsible bidder, after due notice inviting sealed proposals. When any other interest of the County may prevail over cost factors, the invitation for bids shall so state, and award of the contract may be based in part upon those considerations.

- g. *Bids.* Bids shall be submitted sealed to Purchasing and shall be identified as bids on the envelope or may be submitted electronically to a specified e-mail address if instructions are provided within the bid document. Late bids shall be returned to the bidder unopened, and bids submitted electronically shall be rejected. Any bid which is not in the hands of Purchasing prior to or at the precise time stated in the invitation for bids shall be deemed to be a late bid. If a bid is delayed through the fault or error of a County employee, or a proven network issue within the County the bid shall be opened when received by Purchasing and evaluated with all other bids received. Bids shall be publicly opened in the County at the time and place specified in the notice and invitation to bid. A tabulation of all bids received shall be made available to the public on request. The Purchasing Agent shall not accept the bids of any disqualified bidder. The Purchasing Agent may waive minor irregularities in a bid. A minor irregularity shall be defined for these purposes as one which does not give the bidder in whose proposal it is contained an advantage or benefit not enjoyed by other bidders. A minor irregularity which may be waived or cured is any condition attached to the bid which does not change the terms of the purchase or unfairly prejudice other bidders. The Purchasing Agent shall have the authority to reject all bids, reject parts of all bids, or reject specific bids for anyone (1) or more supplies or contractual services included in the proposed contract, when it is in the best interest of the County.

13. *Sole source / single source procurement.*

- a. A contract may be awarded for material or nonprofessional services without competition if the agency head, prior to the procurement, determines in writing that there is only one source for the required material or nonprofessional service. Sole source or single source procurement shall not be used unless there is sufficient evidence that there is only one source for the required material or service and that no other type of material or service will satisfy the requirement of the agency. The Chief of Technology and Administrative Services and the agency shall examine cost or pricing data prior to an award

under this Section. Sole source procurement shall be avoided, except when no reasonable alternatives sources exist. A written determination by the Chief of Technology and Administrative Services stating the basis for the sole source procurement shall be included in the agency contract file with ~~[a copy]~~ notification sent to County Council a week prior to the award of the contract if the contract to be awarded is ~~[under fifty thousand dollars (\$50,000.00)]~~ over one hundred thousand dollars (\$100,000.00) for goods and contractual services or one hundred fifty thousand dollars (\$150,000.00) for professional services.

16. *Add-ons and overruns.*

- c. When contracts are let for less than or equal to ~~[twenty-five thousand dollars (\$25,000.00)]~~ one hundred thousand dollars (\$100,000.00) for goods and services or one hundred fifty thousand dollars (\$150,000.00) for professional services, but due to add-ons and overruns exceed that limit, the excess must be bid.

19. *Small Business Enterprise Program.* Contracts award pursuant to this section shall be subject to the County's Small Business Enterprise program as further detailed in an administrative policy, which shall be made available to the public.

B. Professional services purchases and contracts.

3. *Scope.* Subsection B covers the purchase of and the contracting for all professional services by an agency where the probable cost of such services is estimated to exceed ~~[fifty thousand dollars (\$50,000.00)]~~ one hundred fifty thousand dollars (\$150,000.00) for professional services, or where the provisions of Section 2.03.103.C are invoked. Purchasing will insure that the provisions of Section 2.03.103.C are provided to all professional service contractors whose contracts are valued at more than five hundred dollars (\$500.00).

7. *Sole source / single source procurement.*

- a. A contract may be awarded for professional service without competition if the agency head, prior to the procurement, determines in writing that there is only one source for the required professional

service. Sole source procurement shall not be used unless there is sufficient evidence that there is only one source for the required professional service and that no other type of professional service will satisfy the requirement of the agency. The Chief of Technology and Administrative Services shall examine cost or pricing data prior to an award under this Section. Sole source procurement shall be avoided, except when no reasonable alternative sources exist. A written determination by the Chief of Technology and Administrative Services stating the basis for the sole source procurement shall be included in the contract file with a ~~[copy]~~ notification sent to County Council a week prior to the award of the contract if the contract to be awarded is [under fifty thousand dollars (\$50,000.00)] over one hundred fifty thousand dollars (\$150,000.00) for professional services.

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 legislation will shift the responsibility, in large part, for the procurement of contract construction from the Office of Technology and Administrative Services to the Department of Public Works. The legislation also amends the thresholds for purchasing of contract construction, supplies and contractual services.

FISCAL NOTE: No discernable fiscal impact.

Grant Matrix 11/28/23

GRANT APPLICANT	AMOUNT REQUESTED / AMOUNT PROPOSED	INTENDED USE OF GRANT	Standard Accounting Practices/ Non-Discrimination Policy	PRIOR COUNCIL GRANTS IN CURRENT FISCAL YEAR	COUNCIL MEMBER
Wilmington Senior Center, Inc.	\$2500/\$2500	Funds will be used to support the variety of recreational programing that they offer.	Yes/Yes	No	Hollins
Every Man Counts, Inc.	\$1000/\$1000	Funds will be used to assist with their upcoming Fatherhood Banquet and Award Ceremony	Yes/Yes	No	Toole
Claymont Community Center	\$1250/\$1250	Funds will be used for their after-school program/summer camps for students in 4 th through 8 th grade	Yes/Yes	Yes -7/25/23 - \$2500	Cartier
Centreville Civic Association	\$1000/\$	Funds will be used to support their concert series and for the maintenance of the village gateways and bulbs-out located in	Yes/Yes	No	Durham
Delaware Museum of Nature and Science	\$2178/\$2178	Funds will be used to help offset the cost of Wastewell Composting service and to educate the public on composting.	Yes/Yes	No	Durham
Newark Symphony Orchestra	\$1875/\$1875	Funds will be used for their Holiday Concert for fees associated with guest performances, music rental rites, venue rental.	Yes/No	No	George
Arbour Park Civic Association*	\$1500	Amend the intended use of their previously approved grant- Funds will now be used for the community park beautification project – mulch, bushes, commercial trash can	Yes/No	No	George

*Arbour Park Civic Association – Amending a previously approved grant request.

Step 1	BUDGET BY CHARACTER	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	
	CODE	Actuals	Actuals	Actuals	Actuals	Actuals	Approved	Requested	Variance
	Salaries and Wages	1,689,086	1,764,491	1,822,915	1,941,255	1,897,709	2,157,915	2,261,202	103,287
	Employee Benefits	928,272	976,921	1,147,883	1,115,603	1,097,575	1,269,329	1,334,110	64,781
	Training and Civic Affairs	44,840	45,297	38,992	52,096	47,628	65,788	65,788	0
	Communication and Utilities	17,203	12,962	14,061	17,713	16,869	17,427	17,085	-342
	Materials and Supplies	21,568	21,692	18,076	19,950	34,299	60,892	60,886	-6
	Contractual Services	111,649	40,850	105,580	105,677	93,776	150,648	150,648	0
	Fixed Charges	192,288	180,043	218,975	168,961	166,360	441,482	441,973	491
	Land and Structures						-	-	0
	Contingency						-	-	0
	Equipment Replacement	1,565	60,355	981	4,279	3,277	1,600	1,600	0
	Operating Transfer Charges	106,740	109,868	97,848	106,914	122,685	147,702	159,620	11,918
	Operating Transfer Credit							-	0
	Net:	3,113,211	3,212,479	3,465,312	3,532,447	3,480,178	4,312,783	4,492,912	180,129

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101001	53210		COUNCIL 1 - CELL PHONE SERVICE	\$ 1,228.00	\$ -	\$ 1,228.00			\$ 1,311.88
24001	APPROVED	E	10101001	54101		CC-COUNCIL 1 - OFFICE SUP	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 1,916.49
24001	APPROVED	E	10101001	56110		COUNCIL 1 COMMUNICATION EQUIP	\$ -	\$ -	\$ -			\$ 765.20
24001	APPROVED	E	10101001	57200		CC-COUNCIL 1 -CONTRIBUTIONS	\$ 27,772.00	\$ -	\$ 27,772.00			\$ 14,950.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101002	53210		COUNCIL 2 - CELL PHONE SERVICE	\$ 492.00	\$ 1.00	\$ 493.00	ADJUSTMENT	CELLULAR ADJUSTMENT	\$ 613.27
24001	APPROVED	E	10101002	54101		COUNCIL 2 - OFFICE SUPPLIES	\$ 780.00	\$ (1.00)	\$ 779.00	ADJUSTMENT	OFFSET CELLULAR ADJUSTMENT	\$ 899.94
24001	APPROVED	E	10101002	56110		COUNCIL 2 - COMM EQUIP	\$ -	\$ -	\$ -			\$ 59.48
24001	APPROVED	E	10101002	57200		COUNCIL 2 - CONTRIBUTIONS	\$ 28,728.00	\$ -	\$ 28,728.00			\$ 17,172.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101003	54101		CC-COUNCIL 3 - OFFICE SUP	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 581.00
24001	APPROVED	E	10101003	57200		CC-COUNCIL 3 - CONTRIBUTIONS	\$ 29,000.00	\$ -	\$ 29,000.00			\$ 17,783.46

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101004	52001		CC-COUNCIL 4 - AIRFARE	\$ 406.00	\$ -	\$ 406.00			\$ -
24001	APPROVED	E	10101004	52002		CC-COUNCIL 4 - TRAINFARE	\$ 720.00	\$ -	\$ 720.00			\$ -
24001	APPROVED	E	10101004	52003		CC-COUNCIL 4 - TAXI	\$ 50.00	\$ -	\$ 50.00			\$ 30.00
24001	APPROVED	E	10101004	52010		COUNCIL 4 - HOTEL	\$ 300.00	\$ -	\$ 300.00			\$ -
24001	APPROVED	E	10101004	52020		COUNCIL 4 - MEALS	\$ 250.00	\$ -	\$ 250.00			\$ 129.13
24001	APPROVED	E	10101004	52101		COUNCIL 4 - CONFERENCE FEES	\$ 150.00	\$ -	\$ 150.00			\$ -
24001	APPROVED	E	10101004	52102		COUNCIL 4 - SEMINAR FEES	\$ -	\$ -	\$ -			\$ 60.00
24001	APPROVED	E	10101004	53210		COUNCIL 4 - CELL PHONE SERVICE	\$ 1,465.00	\$ 2.00	\$ 1,467.00	ADJUSTMENT	CELLULAR ADJUSTMENT	\$ 1,622.55
24001	APPROVED	E	10101004	54101		COUNCIL 4 - OFFICE SUPPLIES	\$ 5,000.00	\$ (2.00)	\$ 4,998.00	ADJUSTMENT	OFFSET CELLULAR ADJUSTMENT	\$ 3,839.94
24001	APPROVED	E	10101004	54104		CC-COUNCIL 4 - COMP SUPP	\$ 1,008.00	\$ -	\$ 1,008.00			\$ -
24001	APPROVED	E	10101004	57200		CC-COUNCIL 4 - CONTRIBUTIONS	\$ 20,651.00		\$ 20,651.00			\$ 13,165.26

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101005	52101		COUNCIL 5 - CONFERENCE FEES	\$ 3,676.00	\$ -	\$ 3,676.00			\$ -
24001	APPROVED	E	10101005	53210		COUNCIL 5 - CELL PHONE SERVICE	\$ -	\$ -	\$ -			\$ 164.00
24001	APPROVED	E	10101005	54002		COUNCIL 5 - FOOD PRODUCTS	\$ 100.00	\$ -	\$ 100.00			\$ -
24001	APPROVED	E	10101005	54101		CC-COUNCIL 5 - OFFICE SUP	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 1,244.88
24001	APPROVED	E	10101005	54340		COUNCIL 5 - RECREATIONAL SUPP	\$ 100.00	\$ -	\$ 100.00			\$ -
24001	APPROVED	E	10101005	57200		CC-COUNCIL 5 - CONTRIBUTIONS	\$ 25,124.00	\$ -	\$ 25,124.00			\$ 4,172.53

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101006	52001		CC 6TH DIST AIRFARE	\$ -	\$ -	\$ -			\$ 615.80
24001	APPROVED	E	10101006	52004		CC-COUNCIL 6 - MILEAGE	\$ 1,800.00	\$ -	\$ 1,800.00			\$ 216.23
24001	APPROVED	E	10101006	52006		COUNCIL 6 PARKING	\$ -	\$ -	\$ -			\$ 268.39
24001	APPROVED	E	10101006	52010		COUNCIL 6 HOTEL	\$ -	\$ -	\$ -			\$ 1,920.97
24001	APPROVED	E	10101006	52101		CC-COUNCIL 6 - CONFERENCE	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 1,356.20
24001	APPROVED	E	10101006	52102		CC-COUNCIL 6 - SEMINAR	\$ 200.00	\$ -	\$ 200.00			\$ -
24001	APPROVED	E	10101006	54101		CC-COUNCIL 6 - OFFICE SUP	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 109.82
24001	APPROVED	E	10101006	57200		CC-COUNCIL 6 - CONTRIBUTIONS	\$ 26,000.00	\$ -	\$ 26,000.00			\$ 12,300.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101007	54101		CC-COUNCIL 7 - OFFICE SUP	\$ -	\$ -	\$ -			\$ -
24001	APPROVED	E	10101007	57200		CC-COUNCIL 7 - CONTRIBUTIONS	\$ 30,000.00	\$ -	\$ 30,000.00			\$ 5,250.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101008	54101		COUNCIL 8 - OFFICE SUPPLIES	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 50.00
24001	APPROVED	E	10101008	57200		CC-COUNCIL 8 - CONTRIBUTIONS	\$ 29,000.00	\$ -	\$ 29,000.00			\$ 18,615.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101009	52101		COUNCIL 9 - CONFERENCE FEES	\$ 1,000.00	\$ -	\$ 1,000.00			\$ -
24001	APPROVED	E	10101009	53210		COUNCIL 9 - CELL/WIRELESS DATA	\$ 481.00	\$ -	\$ 481.00			\$ 480.12
24001	APPROVED	E	10101009	54101		CC-COUNCIL 9 - OFFICE SUP	\$ 2,000.00	\$ -	\$ 2,000.00			\$ -
24001	APPROVED	E	10101009	57200		CC-COUNCIL 9 - CONTRIBUTIONS	\$ 26,519.00	\$ -	\$ 26,519.00			\$ 15,950.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101010	53210		COUNCIL 10 - CELL PHONE SERV	\$ 984.00	\$ 2.00	\$ 986.00	ADJUSTMENT	CELLULAR ADJUSTMENT	\$ 982.52
24001	APPROVED	E	10101010	54101		CC-COUNCIL 10 - OFFICE SUP	\$ 9,520.00	\$ (2.00)	\$ 9,518.00	ADJUSTMENT	OFFSET CELLULAR ADJUSTMENT	\$ -
24001	APPROVED	E	10101010	56110		COUNCIL 10 COMM EQUIP	\$ -	\$ -	\$ -			\$ -
24001	APPROVED	E	10101010	57200		COUNCIL 10 - CONTRIBUTIONS	\$ 19,496.00		\$ 19,496.00			\$ 15,500.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101011	53210		COUNCIL 11 - CELL PHONE SERV	\$ 1,576.00	\$ -	\$ 1,576.00			\$ 1,572.91
24001	APPROVED	E	10101011	54000		COUNCIL 11 BOOK/SUBS	\$ -	\$ -	\$ -			\$ -
24001	APPROVED	E	10101011	54101		COUNCIL 11 - OFFICE SUPPLIES	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 285.96
24001	APPROVED	E	10101011	56100		COUNCIL 11 - PERSONAL COMPUTER	\$ -	\$ -	\$ -			\$ -
24001	APPROVED	E	10101011	56110		COUNCIL 11 COMM EQ	\$ -	\$ -	\$ -			\$ 1,226.97
24001	APPROVED	E	10101011	57200		CC-COUNCIL 11 - CONTRIBUTIONS	\$ 27,424.00	\$ -	\$ 27,424.00			\$ 3,978.55

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101012	52004		CC-COUNCIL 12 - MILEAGE	\$ 400.00	\$ -	\$ 400.00			\$ -
24001	APPROVED	E	10101012	52101		CC-COUNCIL 12 - CONFERENCE	\$ 400.00	\$ -	\$ 400.00			\$ -
24001	APPROVED	E	10101012	53210		COUNCIL 12 - CELL PHONE SERV	\$ 492.00	\$ 1.00	\$ 493.00	ADJUSTMENT	CELLULAR ADJUSTMENT	\$ 491.26
24001	APPROVED	E	10101012	54101		COUNCIL 12 - OFFICE SUPPLIES	\$ 8,056.00	\$ (1.00)	\$ 8,055.00	ADJUSTMENT	OFFSET CELLULAR ADJUSTMENT	\$ -
24001	APPROVED	E	10101012	56110		COUNCIL 12 COMMUNICATION EQUIP	\$ -	\$ -	\$ -			\$ -
24001	APPROVED	E	10101012	57200		CC-COUNCIL 12 - CONTRIBUTIONS	\$ 20,652.00		\$ 20,652.00			\$ 12,700.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals
24001	APPROVED	E	10101013	52101		COUNCIL PR - CONFERENCE FEES	\$ 1,500.00	\$ -	\$ 1,500.00			\$ -
24001	APPROVED	E	10101013	52315		CC-COUNCIL PRES - COMM EVENT	\$ 500.00	\$ -	\$ 500.00			\$ 185.68
24001	APPROVED	E	10101013	53210		COUNCIL PR - CELL PHONE SERV	\$ 984.00	\$ (491.00)	\$ 493.00	ADJUSTMENT	CELLULAR ADJUSTMENT	\$ 922.19
24001	APPROVED	E	10101013	54101		CC-COUNCIL PRES- OFFICE SUP	\$ 2,000.00	\$ -	\$ 2,000.00			\$ 2,722.00
24001	APPROVED	E	10101013	54104		CC-COUNCIL PRES - COMP SUPP	\$ -	\$ -	\$ -			\$ -
24001	APPROVED	E	10101013	56100		COUNCIL PR PERSONAL COMPUTER	\$ -	\$ -	\$ -			\$ -
24001	APPROVED	E	10101013	56110		COUNCIL PR COMM EQ	\$ -	\$ -	\$ -			\$ 1,224.97
24001	APPROVED	E	10101013	57200		CC-COUNCIL PRES -CONTRIBUTIONS	\$ 25,016.00	\$ 491.00	\$ 25,507.00	ADJUSTMENT	OFFSET CELLULAR ADJUSTMENT	\$ 14,823.00

Projection	Level	Account Type	Organization	Object	Project	Account Description	2024 APPROVED Budget	Change Amt	2025 REQUESTED Budget	Description	Justification	2023 Actuals	
24001	APPROVED	E	10101015	51001		COUNCIL LG - SALARIES PERM	\$ 2,157,915.00	\$ 103,287.00	\$ 2,261,202.00	ADJUSTMENT	MERIT INCREASES	\$ 1,846,982.92	
24001	APPROVED	E	10101015	51001	90064	COUNCIL LG COVID S&W PERM	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	51001	90078	COUNCIL LG TELECOM S&W PERM	\$ -	\$ -	\$ -			\$ 131.90	
24001	APPROVED	E	10101015	51003		COUNCIL LG - S&W SEASONAL	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	51008		COUNCIL LG - SALARIES OT	\$ -	\$ -	\$ -			\$ 2,519.41	
24001	APPROVED	E	10101015	51202		COUNCIL LG - SALARIES SEV	\$ -	\$ -	\$ -			\$ 48,074.61	
24001	APPROVED	E	10101015	51500		COUNCIL LG - EB REG OH	\$ 1,269,329.00	\$ 64,781.00	\$ 1,334,110.00	ADJUSTMENT	BENEFIT RATE	\$ 1,067,600.18	
24001	APPROVED	E	10101015	51500	90064	COUNCIL LG COVID EB REG	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	51500	90078	COUNCIL LG TELECOM EB REG	\$ -	\$ -	\$ -			\$ 77.59	
24001	APPROVED	E	10101015	51510		COUNCIL LG - EB PREM OH	\$ -	\$ -	\$ -			\$ 1,488.78	
24001	APPROVED	E	10101015	51520		COUNCIL LG - EB REG PARTTIME	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	51524		COUNCIL LG - EB SEVERENCE	\$ -	\$ -	\$ -			\$ 28,408.25	
24001	APPROVED	E	10101015	52002		CC-LEGISLATION TRAINFARE	\$ 109.00	\$ -	\$ 109.00			\$ -	
24001	APPROVED	E	10101015	52004		COUNCIL LG - MILEAGE REIMB	\$ 1,500.00	\$ -	\$ 1,500.00			\$ 645.93	
24001	APPROVED	E	10101015	52005		COUNCIL LG - TOLLS	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	52006		COUNCIL LG - PARKING FEES	\$ 27,200.00	\$ -	\$ 27,200.00			\$ 27,000.00	
24001	APPROVED	E	10101015	52010		CC-LEGISLATION HOTEL	\$ 1,547.00	\$ -	\$ 1,547.00			\$ -	
24001	APPROVED	E	10101015	52020		CC-LEGISLATION MEALS	\$ 280.00	\$ -	\$ 280.00			\$ -	
24001	APPROVED	E	10101015	52101		COUNCIL LG - CONFERENCE FEES	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 720.00	
24001	APPROVED	E	10101015	52102		COUNCIL LG - SEMINAR FEES	\$ 6,500.00	\$ -	\$ 6,500.00			\$ 1,192.00	
24001	APPROVED	E	10101015	52301		COUNCIL LG - MEMBERSHIP DUES	\$ 10,300.00	\$ -	\$ 10,300.00			\$ 8,288.00	
24001	APPROVED	E	10101015	52315		COUNCIL LG - COMMUNITY EVENT	\$ 5,000.00	\$ -	\$ 5,000.00			\$ 5,000.00	
24001	APPROVED	E	10101015	53100		COUNCIL LG - POSTAGE	\$ 3,000.00	\$ 500.00	\$ 3,500.00	ADJUSTMENT	POSTAGE CROSS CHARGE INCREASE	\$ 3,305.90	
24001	APPROVED	E	10101015	53110		CC-LEGISLATION OVERNIGHT	\$ 150.00	\$ -	\$ 150.00			\$ -	
24001	APPROVED	E	10101015	53120		CC-LEGISLATION ADVERT	\$ 450.00	\$ -	\$ 450.00			\$ -	
24001	APPROVED	E	10101015	53206		CC-LEGISLATION VOIP PHONE	\$ 6,125.00	\$ (357.00)	\$ 5,768.00	ADJUSTMENT	REDUCTION IN LAND LINE COSTS	\$ 5,402.84	
24001	APPROVED	E	10101015	54000		COUNCIL LG - BOOKS AND SUBSCR	\$ 5,000.00	\$ -	\$ 5,000.00			\$ 4,884.16	
24001	APPROVED	E	10101015	54002		COUNCIL LG - FOOD PRODUCTS	\$ 500.00	\$ -	\$ 500.00			\$ 688.98	
24001	APPROVED	E	10101015	54004		CC-LEGISLATION MISC MAT	\$ -	\$ -	\$ -			\$ 17.09	
24001	APPROVED	E	10101015	54101		COUNCIL LG - OFFICE SUPPLIES	\$ 11,350.00	\$ -	\$ 11,350.00			\$ 6,242.86	
24001	APPROVED	E	10101015	54103		COUNCIL LEG DUP SUPPLIES	\$ 848.00	\$ -	\$ 848.00			\$ 7,969.40	
24001	APPROVED	E	10101015	54104		COUNCIL LG - COMPUTER SUPPLIES	\$ 5,630.00	\$ -	\$ 5,630.00			\$ 1,673.60	
24001	APPROVED	E	10101015	54106		COUNCIL LG - CUSTODIAL SUPP	\$ 1,000.00	\$ -	\$ 1,000.00			\$ 193.05	
24001	APPROVED	E	10101015	54320		COUNCIL LG - AGRICULTURAL SUPP	\$ 2,000.00	\$ -	\$ 2,000.00			\$ 979.49	
24001	APPROVED	E	10101015	55101		CC-LEGISLATION EQUIP REP	\$ 1,826.00	\$ -	\$ 1,826.00			\$ -	
24001	APPROVED	E	10101015	55104		COUNCIL LG - FACILITY REPAIRS	\$ 500.00	\$ -	\$ 500.00			\$ -	
24001	APPROVED	E	10101015	55200		CC-LEGISLATION SVC CON OT	\$ 5,510.00	\$ -	\$ 5,510.00			\$ 3,255.64	
24001	APPROVED	E	10101015	55300		COUNCIL LG - PRINTING	\$ 6,254.00	\$ -	\$ 6,254.00			\$ 554.00	
24001	APPROVED	E	10101015	55400		CC-LEGISLATION LEGAL FEES	\$ 2,500.00	\$ -	\$ 2,500.00			\$ 8,719.20	
24001	APPROVED	E	10101015	55405		COUNCIL LG - EMPLOYMENT AGENCY	\$ 1,500.00	\$ -	\$ 1,500.00			\$ -	
24001	APPROVED	E	10101015	55406		COUNCIL LG - OTHER PROF SVCS	\$ 75,000.00	\$ -	\$ 75,000.00			\$ 46,623.95	
24001	APPROVED	E	10101015	55408		COUNCIL LG - ATTORNEY FEES	\$ 4,000.00	\$ -	\$ 4,000.00			\$ -	
24001	APPROVED	E	10101015	55409		COUNCIL LG - IS SUPPORT SVCS	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	55502		COUNCIL LG - DUPL EQUIP RENTAL	\$ 5,268.00	\$ -	\$ 5,268.00			\$ 5,707.00	
24001	APPROVED	E	10101015	55504		CC-LEGISLATION OTH EQ REN	\$ 6,300.00	\$ -	\$ 6,300.00			\$ -	
24001	APPROVED	E	10101015	55710		CC-LEGISLATION SFTWRE MNT	\$ 5,490.00	\$ -	\$ 5,490.00			\$ 359.96	
24001	APPROVED	E	10101015	55800		COUNCIL LG - ADVERTISING SERV	\$ 35,000.00	\$ -	\$ 35,000.00			\$ 27,430.58	
24001	APPROVED	E	10101015	55810		COUNCIL LG - FOOD SVCS/CATER	\$ 1,500.00	\$ -	\$ 1,500.00			\$ 1,126.06	
24001	APPROVED	E	10101015	55900		COUNCIL LG - IS CONT DATA PROC	\$ 141,607.00	\$ 4,051.00	\$ 145,658.00	ADJUSTMENT	IS OPERATING TRANSFER	\$ 119,428.98	
24001	APPROVED	E	10101015	55902		COUNCIL LG - IS CONT PRINTING	\$ 250.00	\$ -	\$ 250.00			\$ -	
24001	APPROVED	E	10101015	55907		COUNCIL LG - IS CONT GEO INFO	\$ 5,845.00	\$ 7,867.00	\$ 13,712.00	ADJUSTMENT	INCREASE DUE TO GIS PROJECT REQUESTS	\$ 3,256.16	
24001	APPROVED	E	10101015	56110		COUNCIL LG - COMM EQUIP	\$ 600.00	\$ -	\$ 600.00			\$ -	
24001	APPROVED	E	10101015	56122		COUNCIL LG PHOTO EQ	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	56160		COUNCIL LG OFFICE EQ	\$ 1,000.00	\$ -	\$ 1,000.00			\$ -	
24001	APPROVED	E	10101015	56201		COUNCIL LG OFF FURN	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	57014		COUNCIL LG - SETTLEMENTS	\$ -	\$ -	\$ -			\$ -	
24001	APPROVED	E	10101015	57200		CC-LEGISLATION CONTRIB	\$ 106,100.00	\$ -	\$ 106,100.00			\$ -	
							\$ 4,312,783.00	\$ 180,129.00	\$ 4,492,912.00				\$ 3,480,178.02