



NEW CASTLE COUNTY COUNCIL PERSONNEL SUBCOMMITTEE MEETING

Co-Chair Valerie George, Fifth District
Co-Chair Janet Kilpatrick, Third District

January 20, 2026
3:00 PM

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

MINUTES

A. Meeting Call to Order

The Personnel Subcommittee meeting was called to order at 03:00 PM by Councilwoman Kilpatrick.

Members present: Kevin Caneco, David Carter, John Cartier, Dee Durham, Valerie George, Penrose Hollins, Timothy Sheldon, George Smiley, Jea Street, David Tackett, Janet Kilpatrick, Monique Williams-Johns

Members absent: Brandon Toole

B. Approval of Minutes - 10/21/25 Personnel Subcommittee Meeting

Motion by Mr. Smiley, second by Mr. Sheldon, to approve the minutes from the October 21, 2025, Personnel Subcommittee Meeting. The minutes were approved by voice vote.

C. Discussion - Discussion of the New Castle County Council Employee Handbook, Chapter 7 – Leave.

- Ms. Kilpatrick stated that she would read the chapter first and address any questions or concerns when she finished.

Discussion on Chapter 7 — Leaves of Absence

- Councilwoman Kilpatrick read Chapter 7

Payout

FMLA

Military Leave

Jury duty

Unpaid personal leave

Community Service leave

Leave of absence without pay.

Benefit Status

- Comments from Council- Mr. Caneco, Mr. Carter, Mr. Smiley, Mr. Hollins had questions and comments

- Ms. Kilpatrick, Mr. Migliore and Nellie Hill, addressed questions and concerns from the Council.
- Public comments – None

D. Ethics Training for Council Members

Dr. Johanna Bishop, NCC Ethics Commission, gave the Ethics training.

- Comments from Council - Mr. Caneco, Mr. Smiley, Mr. Hollins, Mr. Carter, Ms. Williams-Johns and Mr. Street had questions.
- Mr. Robert Hicks, Chair of the Ethics Commission, Dr. Johanna Bishop and Ms. Kilpatrick addressed questions and concerns from the Council.

- Public comments – None

E. Other

None

F. Public Comment

None

G. Adjournment

Motion by Mr. Smiley, second by Mr. Carter, to adjourn the Personnel Subcommittee Meeting. The motion was approved, and the meeting was adjourned at 4:36 PM.