



NEW CASTLE COUNTY COUNCIL EXECUTIVE COMMITTEE MEETING

**Co-Chair: Monique Williams-Johns, Council President
Co-Chair: Penrose Hollins, Fourth District**

**January 27, 2026
2:45 PM**

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

RESCHEDULED TO 2/3/2026

AGENDA

A. Meeting Call to Order

B. Approval of Minutes

C. Review/Discussion of Resolution(s)

R26-018: REQUESTING STATUTORY AUTHORITY FROM THE DELAWARE GENERAL ASSEMBLY THAT PERMITS NEW CASTLE COUNTY TO ESTABLISH A RIGHT TO TENURE FOR EMPLOYEES OF THE NEW CASTLE COUNTY OFFICE OF LAW BY ORDINANCE

Prime Sponsor(s): Mr. Hollins, Ms. Williams-Johns

D. Review/Discussion of Ordinance(s)

E. Other

F. Public Comment

G. Adjournment

RESCHEDULED AGENDA POSTED: January 27, 2026

AGENDA POSTED: January 20, 2026

*The meeting was rescheduled from 1/27/2026 to 2/3/2026 due to the County being closed for inclement weather on 1/27/2026. The rescheduled agenda was posted (7) days in advance of the rescheduled meeting date.

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.

Prime Sponsor(s): Mr. Hollins, Ms. Williams-Johns

Requested by: Administration/Law

Date of Introduction: January 27, 2026

RESOLUTION NO. 26-018

**REQUESTING STATUTORY AUTHORITY FROM THE DELAWARE GENERAL ASSEMBLY
THAT PERMITS NEW CASTLE COUNTY TO ESTABLISH A RIGHT TO TENURE FOR
EMPLOYEES OF THE NEW CASTLE COUNTY OFFICE OF LAW BY ORDINANCE**

1 **WHEREAS**, it is vital to the effective operation of New Castle County government that the
2 New Castle County Office of Law be adequately staffed with high-quality legal professionals; and
3

4 **WHEREAS**, the New Castle County Office of Law's greatest assets are its staff of
5 dedicated, high-performing legal professionals; and
6

7 **WHEREAS**, the State of Delaware and the City of Wilmington provide their mid-level and
8 non-managerial professional legal staff with the ability to earn tenure or merit employment status;
9 and
10

11 **WHEREAS**, New Castle County affords merit status only to its First Assistant County
12 Attorney class; and
13

14 **WHEREAS**, the New Castle County Executive and New Castle County Attorney have
15 requested that New Castle County Council pass an Ordinance to permit legal professionals
16 employed with the New Castle County Office of Law the same ability to earn tenure as their
17 colleagues in other government legal practices within the State of Delaware; and
18

19 **WHEREAS**, New Castle County Council intends to promote the tools necessary to support
20 sustainable and competitive recruitment and retention of experienced, high-quality legal
21 professionals who are dedicated to serving the citizens and government of New Castle County;
22 and
23

24 **WHEREAS**, maintaining continuity in New Castle County's in-house legal capability will
25 allow for less reliance on more expensive outside legal counsel and enhance the New Castle
26 County Office of Law's ability to attract legal professionals of diverse backgrounds in a highly
27 competitive legal market where private salaries substantially outpace those available to public
28 practitioners; and
29

30 **WHEREAS**, Title 9, Section 1394 of the Delaware Code presently prevents the attainment
31 of tenure for legal professionals employed with the New Castle County Office of Law; and
32

33 **WHEREAS**, it is the intention of New Castle County Council to pass an Ordinance granting
34 legal professionals employed with the Office of Law the right to attain tenure after 3 years of
35 regular full-time service when properly managed and subjected to appropriate administrative
36 processes.
37

38 **NOW, THEREFORE, BE IT RESOLVED** by and for the County Council of New Castle
39 County that County Council hereby approves the following hereby requests that the State of
40 Delaware General Assembly amend 9 *Del. C. § 1394* by making deletions as shown by the
41 insertions as shown by underline as follows:

42 **§ 1394. Assistant County Attorneys and Other Legal Professionals Employed with New**
43 **Castle County.**

44
45 The County Attorney shall appoint such Assistant County Attorneys as may be authorized by the
46 County Council. The Assistant County Attorneys and other legal professionals appointed by the
47 County Attorney shall serve at the pleasure of the County Attorney unless and until such time as
48 they may attain tenure as County Council may provide for by ordinance. First Assistant County
49 Attorneys shall be selected according to provisions of the Merit System of the New Castle County
50 Code.

Adopted by County Council of
New Castle County on:

Monique Williams-Johns
President of County Council
of New Castle County

SYNOPSIS: This Resolution expressly requests that the State of Delaware General Assembly empower New Castle County Council to establish a right of tenure for New Castle County Office of Law employees by ordinance. Like the similar rights granted to employees of the State of Delaware Department of Justice and the City of Wilmington's Department of Law, these rights will serve to promote recruitment and retention of high-quality legal professionals, promote continuity of legal services, and further the public's interest in the provision of independent legal advice.

FISCAL IMPACT: There is no discernible fiscal impact upon the adoption of this Resolution.

Acknowledged by the Chief Financial Officer January 9, 2026.