Introduced by: Mr. Bullock
Ms. Diller
Date of introduction: August 27, 2013

SUBSTITUTE #1 TO ORDINANCE NO. 13-070

AMEND THE PAY PLANS AND RATES OF PAY FOR NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE IN ORDER TO REVISE THE PAY RATES FOR MEMBERS OF BOARDS AND COMMISSIONS

WHEREAS, members of the Board of Adjustment, Board of Assessment Review, Historic Review Board, Human Resources Advisory Board and Planning Board are paid for attendance at meetings; and

WHEREAS, there has not been an inflationary increase or Consumer Price Index adjustment to the pay plan and rates for these boards and commissions since 1979; and

WHEREAS, the proposed increase would bring the County's rate of pay in line with the rates of pay for other comparable, regional local government boards and commissions.

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

Section 1. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Office Hired on or Before June 30, 2011 is hereby amended by deleting the matter that is stricken and adding the material that is underscored as set forth in Exhibit A.

Section 2. The Pay Plan and Rates of Pay for Non-Union Unclassified Service Employees of the Executive Office Hired on or After July 1, 2011 is hereby amended by deleting the matter that is stricken and adding the material that is underscored as set forth in Exhibit B.

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

Adopted by County Council of
New Castle County on:

_____
President of County Council
of New Castle County

Approved on:

_____
County Executive
New Castle County

SYNOPSIS: This ordinance amends the pay plan and rates of pay for non-union, unclassified service employees who serve on the County's boards and commissions for attendance at regular and special meetings.

FISCAL IMPACT: The fiscal impact of this ordinance is a projected $25,000.00 annualized budget increase. The projected funds needed for this expense will be adjusted for in the Operating Budget(s) for the Department(s) of Finance, Land Use and Human Resources, respectively.

EXHIBIT A
07/01/11 PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE
HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
LEGAL SECRETARY	17	30,062	31,565	33,144	34,801	36,541	38,369	40,287	42,302	44,418	46,639
ETHICS COMMISSION ADMIN ASST	20	34,801	36,541	38,369	40,287	42,302	44,418	46,639	48,971	51,420	53,991
LEGAL ASSISTANT	21	36,541	38,369	40,287	42,302	44,418	46,639	48,971	51,420	53,991	56,691
EXECUTIVE ASSISTANT I	22	38,369	40,287	42,302	44,418	46,639	48,971	51,420	53,991	56,691	59,526
SECRETARY TO THE COUNTY ATTORNEY	22										
EXECUTIVE ASSISTANT II	26	46,639	48,971	51,420	53,991	56,691	59,526	62,502	65,627	68,908	72,353
LAW ENFORCEMENT TECHNICIAN	26										
COMPLAINTS OFFICER	27	48,971	51,420	53,991	56,691	59,526	62,502	65,627	68,908	72,353	75,971
EXECUTIVE ASSISTANT III	30	56,691	59,526	62,502	65,627	68,908	72,353	75,971	79,770	83,759	87,947
STAFF DIRECTOR	30										
ASSISTANT COUNTY ATTORNEY I	32	62,502	65,627	68,908	72,353	75,971	79,770	83,759	87,947	92,344	96,961
ASSISTANT COUNTY ATTORNEY II	34	68,908	72,353	75,971	79,770	83,759	87,947	92,344	96,961	101,809	106,899
DIRECTOR OF COMMUNICATIONS	34										
EXECUTIVE ASSISTANT IV	34										
DIRECTOR OF REDEVELOPMENT	36	75,971	79,770	83,759	87,947	92,344	96,961	101,809	106,899	112,244	117,856
CHIEF HUMAN RESOURCES OFFICER	38	83,759	87,947	92,344	96,961	101,809	106,899	112,244	117,856	123,749	129,936
CHIEF OF ADMINISTRATIVE SERVICES	38										
COMMUNITY SERVICES DEPT. GEN. MANAGER	38										
DIRECTOR OF PUBLIC SAFETY	38										
LAND USE DEPARTMENT GENERAL MANAGER	38										
COUNTY SOLICITOR	39	87,947	92,344	96,961	101,809	106,899	112,244	117,856	123,749	129,936	136,433
CHIEF FINANCIAL OFFICER	40	92,344	96,961	101,809	106,899	112,244	117,856	123,749	129,936	136,433	143,255
CHIEF OF POLICE	40										
CHIEF OF STAFF	40										
COUNTY ATTORNEY	40										
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40										
POLICY DIRECTOR FOR THE COUNTY EXECUT	40										
SPECIAL SERVICES DEPARTMENT GENERAL M	40										
PART-TIME ATTORNEY (hourly rate)		35.86	37.66	39.54	41.52	43.59	45.77	48.06	50.46	52.99	55.64

EXECUTIVE AND ADMINISTRATIVE RATES OF PAY

EXHIBIT A
07/01/11 PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE
HIRED ON OR BEFORE JUNE 30, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10
CHIEF ADMINISTRATIVE OFFICER		89,706	101,668	107,650	113,630	125,590	131,870	138,464			

BOARD AND COMMISSIONERS RATES OF PAY

~~JUDGEMENT COMMISSIONERS~~	~~$8.50 PER HOUR~~
MEMBER, BOARD OF ADJUSTMENT	~~$100~~ $150 PER REGULAR MEETING AND ~~$50~~ $75 PER SPECIAL MEETING
MEMBER, BOARD OF ASSESSMENT REVIEW	~~$50~~ $150 PER MEETING FOR ANY MEETING LASTING NOT MORE THAN SIX (6) HOURS PLUS ~~$7~~ $10 PER HOUR FOR EVERY HOUR OVER SIX THAT A MEMBER SPENDS HEARING APPEALS IN A SINGLE DAY.
MEMBER, HISTORIC REVIEW BOARD	~~$100~~ $150 PER REGULAR MEETING AND ~~$50~~ $75 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BO/	~~$50~~ $150 PER REGULAR MEETING AND $75 PER SPECIAL MEETING
MEMBER, PLANNING BOARD	~~$100~~ $150 PER REGULAR MEETING AND ~~$50~~ $75 PER SPECIAL MEETING

Effective: 07/01/11 (Ordinance 11-061)

EXHIBIT B
07/01/11 PAY PLAN AND RATES OF PAY FOR
NON-UNION UNCLASSIFIED SERVICE EMPLOYEES OF THE EXECUTIVE OFFICE HIRED ON OR AFTER JULY 1, 2011

CLASSIFICATION	PAY GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
LEGAL SECRETARY	17	30,062	30,814	31,565	32,355	33,144	33,973	34,801	35,671	36,541	37,455	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639
ETHICS COMMISSION ADMIN ASST	20	34,801	35,671	36,541	37,455	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639	47,805	48,971	50,196	51,420	52,706	53,991
LEGAL ASSISTANT	21	36,541	37,455	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639	47,805	48,971	50,196	51,420	52,706	53,991	55,341	56,691
EXECUTIVE ASSISTANT I	22	38,369	39,328	40,287	41,295	42,302	43,360	44,418	45,529	46,639	47,805	48,971	50,196	51,420	52,706	53,991	55,341	56,691	58,109	59,526
SECRETARY TO THE COUNTY ATTORNEY	22																			
EXECUTIVE ASSISTANT II	26	46,639	47,805	48,971	50,196	51,420	52,706	53,991	55,341	56,691	58,109	59,526	61,014	62,502	64,065	65,627	67,268	68,908	70,631	72,353
LAW ENFORCEMENT TECHNICIAN	26																			
COMPLAINTS OFFICER	27	48,971	50,196	51,420	52,706	53,991	55,341	56,691	58,109	59,526	61,014	62,502	64,065	65,627	67,268	68,908	70,631	72,353	74,162	75,971
EXECUTIVE ASSISTANT III	30	56,691	58,109	59,526	61,014	62,502	64,065	65,627	67,268	68,908	70,631	72,353	74,162	75,971	77,871	79,770	81,765	83,759	85,853	87,947
STAFF DIRECTOR	30																			
ASSISTANT COUNTY ATTORNEY I	32	62,502	64,065	65,627	67,268	68,908	70,631	72,353	74,162	75,971	77,871	79,770	81,765	83,759	85,853	87,947	90,146	92,344	94,653	96,961
ASSISTANT COUNTY ATTORNEY II	34	68,908	70,631	72,353	74,162	75,971	77,871	79,770	81,765	83,759	85,853	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899
DIRECTOR OF COMMUNICATIONS	34																			
EXECUTIVE ASSISTANT IV	34																			
DIRECTOR OF REDEVELOPMENT	36	75,971	77,871	79,770	81,765	83,759	85,853	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856
CHIEF HUMAN RESOURCES OFFICER	38	83,759	85,853	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856	120,803	123,749	126,843	129,936
CHIEF OF ADMINISTRATIVE SERVICES	38																			
COMMUNITY SERVICES DEPT. GEN. MANAGER	38																			
DIRECTOR OF PUBLIC SAFETY	38																			
LAND USE DEPARTMENT GENERAL MANAGER	38																			
COUNTY SOLICITOR	39	87,947	90,146	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856	120,803	123,749	126,843	129,936	133,185	136,433
CHIEF FINANCIAL OFFICER	40	92,344	94,653	96,961	99,385	101,809	104,354	106,899	109,572	112,244	115,050	117,856	120,803	123,749	126,843	129,936	133,185	136,433	139,844	143,255
CHIEF OF POLICE	40																			
CHIEF OF STAFF	40																			
COUNTY ATTORNEY	40																			
DEPUTY CHIEF ADMINISTRATIVE OFFICER	40																			
POLICY DIRECTOR FOR THE COUNTY EXECUTIV	40																			
SPECIAL SERVICES DEPARTMENT GENERAL MG	40																			
PART-TIME ATTORNEY (hourly rate)		35.86	36.76	37.66	38.60	39.54	40.53	41.52	42.56	43.59	44.68	45.77	46.92	48.06	49.26	50.46	51.73	52.99	54.31	55.64
EXECUTIVE AND ADMINISTRATIVE RATES OF PAY																				
CHIEF ADMINISTRATIVE OFFICER		89,706	95,687	101,668	104,659	107,650	110,640	113,630	119,610	125,590	128,730	131,870	135,167	138,464						

BOARD AND COMMISSIONERS RATES OF PAY

~~JUDGEMENT COMMISSIONERS~~	~~$8.50 PER HOUR~~
MEMBER, BOARD OF ADJUSTMENT	~~$100~~ $150 PER REGULAR MEETING AND ~~$50~~ $75 PER SPECIAL MEETING
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MEMBER, HISTORIC REVIEW BOARD	~~$100~~ $150 PER REGULAR MEETING AND ~~$50~~ $75 PER SPECIAL MEETING
MEMBER, HUMAN RESOURCES ADVISORY BOAR	~~$50~~ $150 PER REGULAR MEETING AND $75 PER SPECIAL MEETING
MEMBER, PLANNING BOARD	~~$100~~ $150 PER REGULAR MEETING AND ~~$50~~ $75 PER SPECIAL MEETING

Effective: 07/01/11 (Ordinance 11-061)