



Honorable Members
New Castle County Council
Louis L. Redding City/County Building
800 N. French Street
Wilmington, DE 19801

February 28, 2020

Re: Ordinance 20-011

Dear Council President and all Members of Council:

On February 25, 2020, County Council adopted Ordinance 20-011, changing the pay grades for multiple County Council staff positions. Specifically, this ordinance reclassifies the following positions:

- Clerk of Council, from pay grade 30 to pay grade 32
- Deputy Clerk of Council, from pay grade 24 to pay grade 30
- Legislative Aide to County Council President, from pay grade 24 to pay grade 25
- Legislative Aide to County Council, from pay grade 22 to pay grade 25
- Secretary to County Council, from pay grade 15 to pay grade 19

I hereby veto Ordinance 20-011, in keeping with the concerns articulated in my letter dated February 24, 2020. I appreciate the important work done by County Council employees every day in service to the residents of New Castle County. However, my primary concern with this Ordinance remains pay equity across county government.

In creating this Ordinance, County Council did not use the process by which the County reviews positions and determines the appropriate pay grades for those positions. Nor did Council engage the services of an outside consultant to review the duties of each position in order to designate appropriate pay grades. Either of these options would have provided more confidence in the accuracy of the pay grades for these positions, and I call upon Council to work with the Human Resources department or to work with an independent party for this position analysis.

We manage a workforce of 2,095 employees. A number of our hardest working employees who provide the most critical of public services have openly questioned the equity of these pay increases, skipping pay steps without any independent review or process. To support this change will cause lasting challenges across our workforce.

Additionally, the Fiscal Note underestimates the true cost of these changes. The note inaccurately indicates that the increases would lead to a savings in the current fiscal year, and

an increase to the salary budget in FY2021 of \$82,578.46. However, as stated in my earlier letter, these costs do not address the anticipated impacts across both branches of County government.

I respectfully request that the sponsoring Council members submit a proposal to amend the pay plan through the existing County process. I commit that the Chief Human Resources Officer and her team will review these reclassification requests expeditiously and fairly.

Yours in Service,

A handwritten signature in blue ink, appearing to read 'Meyer', with a stylized flourish at the end.

Matthew Meyer
County Executive