

Introduced by: Ms. Hartley-Nagle
Date of introduction: May 23, 2017

ORDINANCE NO. 17-046

TO AMEND NEW CASTLE COUNTY CODE SECTION 26.03.503 (“METHOD OF FILLING VACANCIES”) REGARDING ELIMINATION OF VACANT POSITIONS

WHEREAS, eliminating redundancies and waste in government is the fiduciary obligation of all New Castle County government and must be one of its primary focuses; and

WHEREAS, there are currently 130 funded and 1 unfunded vacant positions; and

WHEREAS, employee positions that remain unfilled beyond one year are strongly indicative that such positions are not essential or necessary.

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

Section 1. *New Castle County Code* Sec. 26.03.503 (“Method of Filling Vacancies”) is hereby amended by adding the language that is underscored and deleting the language that is stricken, as set forth below.

Sec. 26.03.503. - Method of filling and eliminating vacancies.

A. Vacancies shall be filled by certification from transfer lists, demotion lists, reemployment lists, promotional lists and open-competitive lists.

B. Any vacant position that has remained unfilled for more than (1) one year from the inception of the vacancy shall be eliminated.

Section 2. This ordinance shall become effective upon adoption by New Castle County Council and approval of the County Executive, or as otherwise provided in *9 Del. C. Section 1156*.

Adopted by the 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 would require a vacant position that has remained unfilled for more than one year to be eliminated as unnecessary, thereby realizing substantial cost savings for New Castle County government.

FISCAL NOTE: The average annual General Fund salary savings per full-time position is estimated at \$63,949 while the average annual Sewer Fund salary savings per full-time position is estimated at \$54,649. The annual total realized cost savings per fiscal year would depend on the number of unfilled positions which have remained unfilled for more than one year. In addition, any cost savings would be offset by the annual budgeted attrition which compensates for vacant positions during the fiscal year in the annual budget.