



City of Wilmington

Wilmington City Council

Louis L. Redding City/County Building
800 N. French Street
Wilmington, Delaware 19801-3537

phone (302) 576-2140
fax (302) 571-4071
www.WilmingtonDE.gov

Personnel Committee

Ernest "Trippi" Congo, II, Chair

Ciro Adams

Christofer C. Johnson

Dr. Hanifa Shabazz, Ex-Officio Member

NOTICE

Personnel Committee

October 24, 2019

4:00 PM

1st Floor Council Committee Room

Agenda

- Resolution to add the Personnel Committee to the list of Standing
- Resolution requiring City Council approval to hire, fire, change the pay rate, or discipline City Council staff; or to enter into professional services contracts

Posted 10/17/19

If public comment is permitted during this committee meeting, any member of the public who wishes to speak during the committee meeting will be limited to three minutes per agenda item. If the public's permission to comment is abused, the Chair may exercise greater discretion in limiting public comment.

Wilmington, Delaware
November 1, 2019

#XXXX

Sponsor:

Council
Member
Guy

WHEREAS, on January 3, 2017, the 107th Session of the Wilmington City Council adopted Resolution 17-001, which established the permanent rules of the legislative body; and

WHEREAS, there is interest among members of Council to amend the rule regarding standing committees to include a Personnel Committee; and

WHEREAS, the Personnel Committee will consider City Council personnel matters, review and recommend to Council on matters relating to personnel employed by the City of Wilmington and topics such as labor relations, the merit system, non-union employees, the Human Resources Director and Department, pensions, and other employee-related concerns. This includes but is not limited to: hiring, dismissal, policies, performance, duty changes, benefits (including health insurance), wages, recruitment and retention strategies, effective employee relations management, employee benefits and wellness administration, compensation and classification analysis, safety and risk management, labor relations, employee training and development opportunities, application and recruitment process, apprenticeships, Equal Employment Opportunity, employee discipline, performance evaluations, reports on compliance with federal labor laws, status updates on arbitration cases, and workers' compensation issues.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON, that Rule 10 of the Rules of the Council of the City of Wilmington, "Standing Committees of Council", is hereby amended to add "Personnel Committee" to the list of Standing Committees, consisting of all members of City Council with the President Pro Tempore serving as the Chair.

Passed by City Council,

Attest: _____
City Clerk

SYNOPSIS: Wilmington City Council desires to establish a Personnel Committee with oversight of personnel related matters within City Council and throughout the City of Wilmington.

Wilmington, Delaware
November 1, 2019

#XXXX

Sponsor:

Council
Member
Guy

WHEREAS, pursuant to Section 2-104 of the City Charter, the City Council is authorized to employ and fix the salaries of such persons as may be necessary to discharge the business of the City Council. Professional services contracts circumvent this provision.

WHEREAS, City Council will make all decisions regarding hiring, firing, pay rates, disciplining staff, and professional services contracts.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF WILMINGTON, that no Member of City Council, including the President, has the authority to hire, fire, change the pay rate or discipline City Council staff without the approval of seven (7) members of City Council, by written Resolution, during a Regular or Special Meeting of the Personnel Committee. Approval of seven (7) members of City Council, by written Resolution, during a Regular or Special Meeting of City Council, is required in connection with all professional services contracts.

Passed by City Council,

Attest: _____
City Clerk

SYNOPSIS: Wilmington City Council desires to make it clear that the authority to hire, fire, change the pay rate or discipline City Council staff requires City Council approval. City Council approval is required for all professional services contracts.