



DIRECTIVE 22

COMPENSATION, BENEFITS, AND CONDITIONS OF WORK

UPDATED 10/08/2025

I. Compensation

- A. The New Castle County Government Office of Human Resources has established the entry level salary for sworn personnel. **(22.1.1.a)**
1. This salary level enables the Division to compete with other employers and is at least comparable to the minimum entry-level salaries of other police agencies of comparable size and character.
 2. At the direction of the Chief of Police, the New Castle County Government Office of Human Resources will conduct an analysis of the police salary program. The analysis will include a comparison of entry level salaries between the Division and local, like-sized agencies, salary differential between ranks, shift premium and other factors designated by the Chief of Police.
- B. Salary differential within and between ranks, for positions below the rank of Colonel, is established by the collective bargaining agreements between the Fraternal Order of Police Lodge #5 and New Castle County, to provide promotional incentives and to retain competent supervisors and managers.
- The salary differential for the rank of Colonel is established by the New Castle County Merit System. **(22.1.1.b.c)**
- C. The current work agreement between the Fraternal Order of Police Lodge #5 and the New Castle County Government binds the Division regarding salary augmentation, including wages, shift, special skills, differential, overtime pay, compensatory time, and academic incentives. **(22.1.1.d) (22.1.1.g) (22.1.1.e) (22.1.3.e)**
- D. The division's overtime policy dictates that each employee receives a rate of no less than one- and one-half hours pay for each hour worked when overtime compensation is required. **(22.1.1.f)**
- E. Personnel salaries are considered on a yearly basis unless otherwise mandated by the current work agreement between the Fraternal Order of Police and the New Castle County Government.

II. Benefits

- A. Division benefits include, but are not limited to:
1. Health insurance program.
 2. Dental insurance program (optional).
 3. Prescription drug plan.
 4. Clothing allowance for plain clothes sworn officers as dictated by the Fraternal Order of Police contract.
 5. Paid holidays.

6. Pension.
 - a. Mandatory retirement age 57 for all sworn members.
7. Vacation.
8. Partial college tuition reimbursement.
9. Insurance policy that covers errors and/or omissions which may lead to personal injury, death, and/or property destruction.
10. Annual medical examination.

B. Leave Policy – factors to consider:

1. Officer safety/staffing availability.
2. Demand for service.
3. Unit efficiency.
4. Seniority.
5. Non-scheduled leave (sick, education).
6. Emergency leave.
 - a. Supervisors should refer to the appropriate CBA or Merit Code to address scheduling conflicts regarding seniority.

C. Administrative leave may cover matters including civil leave for jury duty, educational opportunities, leave without pay, and leave with pay during an internal investigation. **(22.1.2.a)**

D. Holiday Leave

1. Each year, New Castle County releases a vacation calendar that includes the specific dates to be recognized for the County holidays with pay.
2. Refer to each applicable CBA or Merit Code for the list of holidays.
3. Special Holidays
 - a. Such other days as the Governor and/or the County Executive may designate as holidays with pay shall be known as special holidays.
4. Work on Holidays
 - a. Employees may choose to add a day of vacation at their base rate or be compensated at a rate of time and one-half pay, in addition to holiday pay, for the hours scheduled depending upon assignment and shift.
 - i. An employee must have worked the last scheduled workday prior to and the next scheduled workday following the holiday if work is available (except for sick leave or vacation leave), to qualify for the holiday option.
 - b. When a holiday falls on a regularly scheduled day off, an employee may elect to receive straight time pay or hours added to vacation. **(22.1.2.b)**

E. Sick Leave

1. Call-off requests are made through the Public Information Center. The employee must provide their location of confinement and a phone number where they can be reached.
2. Copies of the sick slip call-off will be distributed to:
 - a. Unit Commander (white) (will be submitted into the employee's personnel file, which will be forwarded to the new supervisor in case of transfer).
 - b. Section Commander (yellow) (to be forwarded to the Branch Commander).
 - c. Employee (pink).
3. Sick leave used for medical appointments, dental appointments, or sickness during duty hours will be computed on actual time used.
4. An absent employee off sick during duty hours is expected to remain at home or at the place of confinement.
 - a. The employee shall notify the Public Information Center (PIC) when it is necessary to leave home or place of confinement.
5. Employees on sick leave will be subject to visits by supervisory personnel.
 - a. Visits will be recorded on the call-off record by the Supervisor.
6. Absence from duty that is not authorized under the provisions of a union contract, or a specific grant of leave shall be considered "absent without leave".
7. Accrual, Sick Leave
 - a. Employees shall be credited with sick leave for each completed month of service. Upon retirement or involuntary separation (for reasons other than for cause) from the service, employees shall be paid for sick leave accumulated. Refer to applicable CBA or Merit Code for provisions. Employees in good standing, who resign after giving adequate notice to the Chief of Police (which in no case shall be less than two **(2)** weeks), shall be paid accumulated sick leave based on provisions identified in their applicable CBA or Merit Code.
 - b. Sick leave can be used for the following reasons:
 - i. Personal illness or injury, when not covered by worker's compensation.
 - ii. Medical, dental, or optical appointments.
 - 1) Up to four **(4)** hours of sick time shall be provided for such appointments, unless factors such as unusual travel or recuperative problems occur.
 - iii. Quarantine in home.
 - iv. An illness requiring the personal attention of an employee due to the illness or injury of an individual with whom the employee resides or the confinement of a member of the immediate family to an Intensive Care Unit of a hospital.
 - c. The usage of sick leave is subject to the restrictions listed in the work agreements between New Castle County, the Fraternal Order of Police, Local 3109 and 1607, and the Merit Code. **(22.1.2.c)**

F. Vacation Leave

1. Leave requests and withdrawals will be submitted on the Leave Request Form or departmentally utilized web-based system.
2. Vacation Year
 - a. For FOP members, the vacation year shall begin March 1 and end on the last day of February. Vacation must be applied for and taken during this period.
 - b. For all other employees, the vacation year shall begin January 1 and end December 31.
3. Refer to applicable CBA or Merit Code for specific vacation carry-over provisions.
 - a. An employee carrying over more than the maximum number of hours authorized by their CBA or Merit Code must get approval from the Chief of Police and the Chief Human Resources Officer or their designees.
4. Conflicts in scheduling may occur. Creation of yearly leave schedules may be encouraged by Commanders to resolve conflicts.
5. Vacation Accrual
 - a. Eligibility for vacations: Permanent, full-time employees of the County shall be eligible for vacations with pay, or a vacation allowance in accordance with the restrictions provided for in the work agreements with New Castle County.
 - b. Years of service and days of vacation: Permanent, full-time employees of the County shall be eligible for vacation according to the following schedule:

YEARS OF SERVICE	VACATION DAYS
1 through 4	10
5 through 9	15
10 through 14	20
15 or more	*25+

*An additional day of vacation for each successive year of accumulated service is awarded in the following year to employees who have completed more than fifteen (**15**) years of accumulated service with the County.

- i. Employees on the payroll with the County as of December 31 of a given year, who shall not have completed twelve (**12**) months of accumulated service with New Castle County on December 31 shall be eligible in the following year for one (**1**) day of vacation for each complete month of accumulated service, to a maximum of ten (**10**) days.
- ii. Any employee on the payroll of the County on or before the first working day of any month shall be considered to have a full month's service in that month. (**22.1.2.d**)

G. Family Medical Leave

1. Refer to New Castle County Government's Personnel Policy #3.15 – titled Family and Medical Leave. This document is contained in Appendix 22-D. (**22.1.2.e**)

H. Short Term Military Leave

1. Refer to New Castle County Government's Personnel Policy #3.13. **(22.1.2.f)**

I. Retirement Programs

1. All eligible police officers become members of a retirement program as a condition of employment.
2. Members contribute a percentage of their base wage, according to the plan provisions, excluding overtime or premium pay.
3. Eligibility: (Service-Related retirement)
 - a. Pension benefits under both plans are based on a formula that uses final average compensation and credited service to determine monthly entitlement.
4. Benefits for County Pensioners
 - a. The pension will equal final average compensation (FAC) times the years of credited service.
 - i. FAC is the highest average monthly salary or wage during any period of twelve months, excluding overtime and premium pay.
 - ii. Service credit is calculated by the years of service multiplied by 2.5%, plus service credits accrued as a non-police member of the system. Maximum service credit is 80%. **(22.1.3.a)**

J. Health Insurance

1. Members of the Division are eligible to join the health plans offered by the County each year during open enrollment.
 - a. Restrictions on costs are detailed in the contract between New Castle County and contracted health insurance providers. The plans provide hospital, surgical medical benefits, therapeutic and diagnostic benefits, and catastrophic benefits. **(22.1.3.b)**

K. Disability

1. Disability benefits through pension programs or workman's compensation may be awarded if the member becomes partially or totally permanently disabled as outlined in the respective pension plans.

L. Death Benefits

1. Survivors may receive pension benefits as outlined in the respective pension plans.
2. Survivors may also be eligible for additional federal benefits dependent upon the circumstances surrounding the death.
3. Term life insurance members contribute one dollar per month. The amount of coverage is one and one-half the employee's salary with a minimum death benefit of \$50,000 and a maximum death benefit of \$200,000 for death by any cause, paid to any beneficiary named.
4. Accidental death and dismemberment insurance is provided to all County employees under the group insurance plan.

5. Any member whose employment is terminated or who retires may convert to an individual insurance policy, subject to restrictions in the contract between the County and the insurance carrier.
6. A \$150,000 insurance benefit (effective 07.01.97) is payable by the State of Delaware if a police officer is killed in the line of duty. **(22.1.3.c)**

M. Liability Protection

1. Legal defense counsel is provided by the County for officers subjected to or threatened with prosecution as a result of the lawful performance of duty, subject to restrictions in the contract between the County and Fraternal Order of Police Lodge #5.
2. The County provides police professional liability insurance equaling \$1,000,000 for protection against false arrest and civil suit damages. **(22.1.3.d) (22.1.10)**

N. Educational Leave

1. Full-time permanent employees may be given educational leave with full or partial pay for the purpose of taking courses directly related to work as determined by the Chief of Police and New Castle County Office of Human Resources.
 - a. Members of the Division may participate in the New Castle County Tuition Reimbursement Plan as stated in New Castle County Personnel Policy 5.5. **(22.1.3.e)**

O. Provision for Clothing and Equipment

1. A clothing allowance of \$1,000.00 per year is provided to non-uniformed personnel based on their function and in accordance with the Fraternal order of Police contract.
2. The County shall provide uniforms and equipment, tailoring, dry cleaning, and laundering.
3. When a police officer is a member of an on-call squad, team, or unit, the County shall provide a car and any other necessary equipment. (Additional details are in the Fraternal Order of Police contract). **(22.1.6)**

P. Support Services

1. The New Castle County Office of Human Resources offers support services to all employees, including the Employee Assistance Program (EAP). **(22.1.4)**
2. Select officers within the Division of Police have been specially trained to offer Critical Incident Stress Debriefing to officers who have been involved in critical incidents. **(22.1.5)**

Q. Employee Assistance Program (EAP)

1. Confidential, short-term counseling is available to personnel who may need assistance. The program will be known as the Employee Assistance Program (EAP).
 - a. Contact information for the EAP can be found on the New Castle County Government website.

2. The EAP provides comprehensive counseling and referral services to help employees achieve a balance between work, family, and other personal responsibilities. The service is available to employees seeking help with substance abuse, mental or emotional problems, family responsibilities, marital issues, stress management, job concerns, life adjustments, financial or legal difficulties, or dependent care needs. **(22.1.7.a)**
 - a. Employees contact the EAP directly to initiate the service. The EAP is staffed 24 hours a day by licensed professional counselors. A licensed professional counselor will complete an intake with the employee and can refer the employee to affiliate providers of the needed service(s). **(22.1.7.b)**
 - b. Information provided by the employee using EAP is strictly confidential. The EAP may not release any information without the signed consent of the employee, regardless of the nature of the treatment. **(22.1.7.c)**
 - c. The EAP provides free confidential short-term counseling to identify the employee's problems. A referral may be made to an outside organization, facility, or program that can assist in resolving the problem. It is the employee's responsibility to follow through with this referral. The employee is also financially responsible for the cost of the treatment to the extent it is not covered by the employee's health insurance program. **(22.1.7.d)**
 - d. Managers and supervisors may recommend the EAP to their respective employees.
 - i. Participation is voluntary and the decision to participate remains with the employee. Any mandatory participation will be the result of progressive discipline as defined in Directive 26.
 - ii. The contact between the EAP and the Division will be the medical liaison. Supervisors will use the medical liaison to obtain any additional information about the program.
 - iii. Personnel assigned to the Professional Standards Unit may utilize the EAP for any employees identified through the Early Warning System. **(22.1.7.e)**
 - e. Supervisors will be trained in the EAP to understand their role and responsibility in the system. Training will also include identifying employee behavior that indicates the existence of problems and/or issues that could impact the employee's job performance. **(22.1.7.f)**

R. Line of Duty Deaths and Serious Injury

1. If a New Castle County Police Officer is killed in the line of duty, or seriously injured:
 - a. A delegation team should be assembled quickly and dispatched to make the notification-time is critical, however, do not keep a delegation team waiting for one specific person. It may seem appropriate for the Chief of Police to be there, but not if it causes any undue delay. The Chief of Police should see the family as soon as possible after the notification.

- b. In the event of a line of duty death or serious injury, the Division will provide assistance to the family, both short and long term in nature.
 - i. Assistance may include, but is not limited to:
 - 1) Counseling on legal matters.
 - 2) Counseling on benefits.
 - 3) Counseling on finances.
 - 4) Support during legal proceedings (if any).
 - 5) Funeral and burial arrangements.
 - 6) Long-term contact providing reinforced ties to the Division.
 - ii. Victim's Assistance Officers will contact the family of the deceased or seriously injured officers to ascertain if they or any other service agency can provide assistance to them or other survivors.

Note: For further information regarding line of duty deaths, refer to Appendix 55-A Death of a Police Officer Killed in the Line of Duty. **(22.1.5)**

S. Personnel Identification

- 1. As a way of verifying the officer's identity to the public while on duty, regardless of whether the officer is in uniform, the officer's Division issued photo ID should be in the officer's possession. In addition to the Division issued photo ID, each officer is required to have his/her driver's license with them while operating a division vehicle on public roadways.
- 2. Officers shall display his/her Division issued photo ID when such a request is made of the officer. This display shall be completed in a timely manner with the safety of the officer being the number one priority. **(22.1.8.a)**
- 3. At times it may not be conducive for an on-duty officer to be in possession of his/her division issued photo ID. An example of such an instance may include when an officer is operating in such an assignment, e.g. undercover, where being in possession of any material that identifies the officer as a member of this Division places undue risk upon the officer.
 - a. This exemption may also apply to the possession of a driver's license while operating a division vehicle.
 - b. The officer's supervisor shall first review the assignment in question to determine if the officer shall be exempt from either requirement of this policy.
- 4. In conjunction with the above section, each member will be issued a photo ID that clearly identifies the member by name and title. **(22.1.8.b)**
- 5. Officers should identify themselves, providing their name and their unit, when answering telephone calls. **(22.1.8.c)**

III. Conditions of Work

A. Physical Examinations for Employees

1. The Division has arranged physical examinations for all sworn employees, which will be conducted in conjunction with physical fitness and drug testing.
 - a. Physicians authorized by the New Castle County Office of Human Resources will conduct these examinations.
 - b. The physical fitness testing and medical examinations, which are administered by the approved contracted vendor, will be conducted on an annual basis.
 - i. Physical testing and medical examinations are completed during the same visit. Division members will be provided with directions in preparation for their visit to the contracted vendor.
2. In addition to drug testing of employees due to an incident or due to reasonable suspicion, the parties recognize that the County may engage in random drug testing of employees. Employees shall be selected by an objective, random method.
 - a. The police officer designated to give a sample must be positively identified, in the form of a photo identification card (e.g., work ID, driver's license) prior to any sample being obtained.
 - b. Employees assigned to the Special Investigation Unit, Inventory Control Unit, or other similar units, may be tested prior to and while in such assignments due to the nature of the assignment. Such employees may be tested as frequently as deemed necessary by the Division.
3. Sworn officers shall participate in a fitness assessment annually.
 - a. Officers are evaluated against a predetermined set of standards programmed into the cardio-stress test, adjusted by age, sex, height, and weight.
 - b. Frame size and body fat percentage will be measured and evaluated during the examination.
 - c. The purpose of the assessment is to provide information and individual consultation to the employees to assist them in maintaining or improving their level of fitness. **(22.2.1)**

B. General Health and Fitness

1. All employees shall maintain a level of general physical fitness commensurate with their job classification and responsibilities.
2. It is important for the citizens we serve that sworn personnel are fit and able to perform the essential functions of their job, especially those which require physical strength and endurance. In an effort to reduce the risks to the officers and to citizens, the Division requires sworn employees to participate in an annual fitness assessment. The Division offers a voluntary employee wellness program whereby employees are provided an opportunity to participate in varied exercise programs and maintain a healthy lifestyle. **(22.2.2)**

C. Fitness and Wellness Program

1. The Division provides both mandatory and voluntary fitness and wellness programs for the health of employees.
 - a. The Division schedules required annual physical examinations for all sworn personnel, which will be conducted in conjunction with physical fitness testing as well as drug testing. **(22.2.3.a)**
 - i. Every sworn employee receives an evaluation, to include a general health screening and fitness assessment by a doctor or a trained health coordinator during their annual physical. **(22.2.3.b) (22.2.3.c)**
 - ii. After the assessment, the employee receives a written evaluation based upon their performance and health history. Written recommendations or goals are provided to the employee by the doctor or health coordinator. **(22.2.3.d)**
 - b. The Division, in conjunction with the FOP Wellness Committee, provides ongoing support and evaluation for employees on an annual basis. Voluntary classes and programs are listed on the web-based pass-on system for on-going support in assisting all employees in maintaining a healthy lifestyle. **(22.2.3.e)**
 - i. A calendar of New Castle County sponsored wellness programs and events is published on a continual basis and can be viewed on the New Castle County Governmental Portal. **(22.2.3.a)**
 - c. The Division maintains a Public Safety fitness center which is for the exclusive use of all full-time and permanent part-time Public Safety employees. The facility is available for use 24 hours and all employees are encouraged to utilize the facility on a regular basis.
 - i. To gain access to the facility, all public safety employees are required to complete, sign, and submit the Fitness Center Agreement, the Informed Consent and Release of Liability Form, and the Medical Clearance Form (requires your PCP's signature), which are available on the web-based pass-on system.

D. Pregnancy Policy

1. During Pregnancy
 - a. The goal of this policy is to establish procedures to provide temporary modified duty assignments to eligible officers upon their request in accordance with the Pregnant Workers Fairness Act.
 - b. Officers are encouraged to notify the Division, via the Office of Risk Management, of their pregnancy.
 - i. However, no officer shall be required to disclose their condition or forced to work modified duty, unless the officer's medical provider has informed the officer that she can no longer continue to safely perform in her current assignment.
 - 1) If this occurs, the officer shall submit a memo to the Office of Risk Management requesting a temporary modified duty assignment or leave.

- c. The Division will make every effort to promptly accommodate the needs of pregnant officers, including those for specialized equipment, although immediate availability of some equipment may hinder these efforts.
- d. If the officer elects to notify the Division of the pregnancy and wishes to request a modified duty assignment, the officer shall submit a memo to the Office of Risk Management. A note from the officer's medical provider may be required, depending on the requested accommodations.
- e. If an accommodation in the form of a temporary modified duty assignment is approved, the officer may choose to continue to work her current shift or may request to be reassigned to a Monday through Friday daywork schedule, which is not a guarantee but determined based on need and availability.
- f. Appendix 22-C is not applicable to requests for temporary modified duty in accordance with the Pregnancy Workers Fairness Act.

E. Post-Pregnancy

- 1. Officers in need of accommodations as a result of childbirth or related conditions during the **12** months post-delivery should request accommodations through the Office of Risk Management.
- 2. Officers who are returned to full duty after an absence due to childbirth and maternity leave may request, via a memo to Risk Management, to be assigned to a non-uniformed position with a flexible shift for a period of up to six (**6**) weeks.
- 3. Nursing mothers will have access to a clean, private, and secure environment to express breast milk. Officers shall be permitted to take breaks to express milk as needed, but a supervisor shall be notified before the break. This accommodation will be granted for up to twelve (**12**) months post-delivery.

F. Off-Duty Employment

- 1. An officer must request and receive written authorization from the Chief of Police prior to undertaking non-police employment.
- 2. Requests for authorization must be submitted through the chain of command to the Chief of Police.
- 3. The immediate supervisors of the requesting officer are to make recommendations concerning the request.
- 4. All requests must include:
 - a. Prospective employer's name and address.
 - b. Nature of the work to be performed.
 - c. Number of hours expected to be worked per week.
- 5. Off-duty employment shall not exceed twenty-four (**24**) hours per week, during any regularly scheduled forty (**40**) hour work week.
 - a. Definition of week being, the 7-day period encompassed between Monday, 0001 hours through Sunday, 2400 hours.
- 6. The following areas of off-duty employment will not be authorized:
 - a. Work involving the sale or distribution of alcoholic beverages.
 - b. Work with bail bond agencies.

- c. Investigative work for insurance agencies.
 - d. Private investigators.
 - e. Private guard security.
 - f. Collection agencies.
 - g. Attorneys - conducting any type of investigative services.
 - h. Sale of weapons.
7. The office of the Chief of Police is the point of administration within the Division to oversee adherence to the policies, processes, and other matters deemed appropriate.
8. All officers engaged in off-duty employment must understand that they are still representatives of the New Castle County Division of Police, and their conduct will be governed by the Code of Conduct found in Directive 26, Appendix 26-B.
- a. Further guidance regarding off-duty employment for all employees can be found in the New Castle County Merit Code and the New Castle County Code of Ethics.
9. The off-duty employment shall not interfere with the member's employment within the Division and:
- a. Shall not render the member unavailable during an emergency.
 - b. Shall not physically or mentally exhaust the member to the point that performance is affected.
 - c. Shall not require special scheduling of duty hours.
 - d. Shall not bring the member or the Division into disrepute.
 - e. Shall not impair the operation or efficiency of the member of the Division.
 - f. Officers involved in significant incidents during off-duty employment shall document the following in the form of incident reports or memoranda to the Chief of Police:
 - i. The date, time, and place of employment.
 - ii. Incidents involving the use of law enforcement powers, injury to the officer or others, complaints received, and court appearances resulting from said employment.
 - iii. Any possible liability and indemnification concerns stemming from actions taken during said employment. **(22.2.4)**

Note: For further details concerning the rules and procedures governing outside employment, refer to Directive 3, Contractual Agreements for Law Enforcement Services and Appendix 3-A, Outside Employment and Extra-Duty Assignment.

G. Extra-Duty Employment

1. Extra-duty employment is defined as employment wherein the use of law enforcement powers is anticipated.
2. The Chief of Police must authorize, in advance, all extra-duty employment.
 - a. Officers must complete the agency's Extra Duty Assignment request form and submit it to the Chief of Police for approval to work extra-duty assignments.
Note: The form is available on the web-based pass-on system.
 - b. The Extra-Duty Administrator will be responsible for confirming the form has been approved and that the officers have completed the required training.
(22.2.5.a)
3. The responsibility of scheduling and coordinating extra-duty employment will be delegated to the Extra-Duty Administrator. The Extra-Duty Administrator will be responsible for ensuring compliance with all policies, processes, and other matters relating to extra-duty employment. **(22.2.5.d)**
4. All officers engaging in extra-duty employment must adhere to all directives, policies, and procedures of the New Castle County Division of Police and are subject to discipline for their failure to do so. **(22.2.5.b)**
5. All officers engaging in extra-duty employment are responsible for completing any reports required by their law enforcement activities, including a log of their activities. Officers should notify an on-duty supervisor of any significant events that occurred during the assignment. **(22.2.5.e)**
6. The Extra-Duty Administrator will monitor all extra-duty employment, and any employment of this nature is subject to review and revocation if problems arise.
(22.2.5.c)

Note: For further details concerning the rules and procedures governing extra-duty employment, refer to Directive 3, Contractual Agreements for Law Enforcement Services and Appendix 3-A, Outside Employment and Extra-Duty Assignment.

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REFERENCE:

Directive 3 Contractual Agreement for Law Enforcement Services

Directive 26 Code of Conduct

Appendix 3-A Outside Employment and Extra-Duty Assignments

Appendix 22-A Urinalysis Procedures

Appendix 22-C Modified Duty Policy

Appendix 22-D Family and Medical Leave

Appendix 22-E Short Term Disability Related to Pregnancy and Childbirth

Appendix 26-B Division of Police General Conduct and Penalties

Appendix 55-A Death of a Police Officer Killed in the Line of Duty

Inventory and Control Unit Internal Operating Procedure

Professional Development Unit and Training Unit Internal Operating Procedure

Fraternal Order of Police Lodge #5 Contract

New Castle County Code – Chapter 2 Administration

New Castle County Code - Chapter 26 (Pensions)