

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING THE ANNUAL OPERATING BUDGET FOR
FISCAL YEAR 2027

THE COUNTY OF SUSSEX HEREBY ORDAINS:

Section 1. The Statement of Anticipated General Fund Revenues for the Fiscal Year Ending June 30, 2027, is as follows:

	<u>Amount Year</u> <u>Ending</u> <u>June 30, 2027</u>
<u>Revenues:</u>	
<u>Taxes</u>	
Real Property - County	\$ 17,785,000
Real Property – Library	2,142,000
Realty Transfer	39,000,000
Fire Service	1,000,000
Lodging Tax	2,000,000
Penalties and Interest	140,000
<u>Intergovernmental</u>	
Federal Grants	
Emergency Operations	240,000
Housing and Urban Development	2,714,411
Payment in Lieu of Taxes	7,360
State Grants	
Economic Development	200,000
Local Emergency Planning Commission	78,915
Library	490,000
Other	200,000
Paramedic	8,126,160
<u>Charges for Services</u>	
Constitutional Office Fees	
Marriage Bureau	205,000
Recorder of Deeds	4,150,000
Recorder of Deeds – Maintenance	45,000
Recorder of Deeds – Town Realty Transfer Tax	145,000
Register of Wills	1,850,000
Sheriff	850,000
<u>General Government Fees</u>	
Building Permits & Zoning Fees	2,600,000
9-1-1 System Fee	559,630

Amount Year
Ending
June 30, 2027

General Government Fees – continued

Manufactured Home Placement Fee	\$ 200,000
Building Inspection Fees	1,680,000
Airport Operations/Economic Development	116,000
Miscellaneous Fees	65,000
Private Road Review & Inspection Fess	1,550,000

Miscellaneous Revenue

Fines and Forfeits	90,000
Investment Income	5,000,000
Miscellaneous Revenues	1,131,500

Other Financing Sources

Appropriated Reserve	<u>12,827,651</u>
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Total Revenues **\$107,188,627**

Section 2. The Statement of Anticipated General Fund Appropriations and Expenditures for the Fiscal Year Ending June 30, 2027, is as follows:

Expenditures:

Amount Year
Ending
June 30, 2027

General Government

County Council	804,564
Administration	1,367,572
Legal	400,000
Finance	3,191,576
Assessment	4,221,424
GIO	1,242,356
Human Resources & General Employment	1,442,047
Records Management	349,014
Facilities Management	2,767,546
Information Technology	3,295,580

Planning and Zoning

Planning and Zoning	3,232,274
Constable	1,825,420
Building Code	1,742,478

<u>Expenditures:</u>	<u>Amount Year</u> <u>Ending</u> <u>June 30, 2027</u>
<u>Public Safety</u>	\$ 32,740,283
<u>Engineering</u>	
Engineering Administration	3,038,348
Solid Waste	259,300
<u>Library</u>	
Administration	733,583
Operations	2,946,330
<u>Economic Development</u>	
Economic Development	635,918
Safety and Security	702,132
Airport and Business Park	1,766,354
<u>Community Development</u>	3,315,413
<u>Grant-in-Aid</u>	31,984,199
<u>Constitutional Offices</u>	
Marriage Bureau	320,042
Recorder of Deeds	1,070,781
Register of Wills	847,820
Sheriff	830,773
<u>Other Financing Uses</u>	
Transfers Out	<u>115,500</u>
<u>Total Expenditures</u>	<u>\$107,188,627</u>

Section 3. The Tax Rate, Fireman's Enhancement Funding Program, School Capital Enhancement Funding Program, Cluster Fees, fee increases and new sources of revenue for the Fiscal Year Ending June 30, 2027, are as follows:

- (a) County Property Tax Rate \$.0214 per \$100.00 of taxable assessed valuation.
- (b) Firemen's Enhancement Funding Program - Building Permit surcharge fifteen hundredths of one percent (0.15%) of construction values. Distribution will be made to fire companies and ambulance companies who are in good standing with the Sussex County Volunteer Fire Association.
- (c) Pursuant to County Council adopting the School Surcharge Ordinance that adds §62-7J in County Code, the school building permit surcharge shall be \$5 per \$1,000/construction values whereas \$4.70 is set aside to the local school district and \$0.30 is set aside for Sussex Tech. If the ordinance is adopted, it is anticipated that \$5 to \$7 million will be generated to set aside for expenditures in a future budget.

Section 3. (continued)

- (d) Cluster Fee for density bonus.
 - 1.) For the Town Centers and Developing Areas around Greenwood, Bridgeville, Seaford, Blades, Laurel and Delmar - \$15,000 per unit in excess of two dwelling units per acre.
 - 2.) For the Town Centers and Developing Areas around Milford, Milton, Ellendale, Georgetown, Millsboro, Dagsboro, Frankford and Selbyville - \$15,000 per unit in excess of two dwelling units per acre.
 - 3.) For the Environmentally Sensitive Developing Area - \$20,000 per unit in excess of two dwelling units per acre.

- (e) Fee increases
 - a. Utility Enterprise - Water Annual Service Charge based on EDU - increased from \$450 per EDU to \$540.
 - b. Utility Enterprise - Sewer Annual Service Charge - increased from \$352 per EDU to \$388.
 - c. Building Code – All residential projects that require an additional plan review – increased from \$30 to \$60

- (f) Methodology Change in determining Construction Costs used to Calculate Building Permit Fee
 - a. Construction costs shall be based on verifiable submitted costs except for the following projects where the following calculation applies:
 - i. Residential projects including duplexes and townhomes - \$128.10/sq ft
 - ii. Garages/pole barns - \$52.23/sq ft
 - iii. Decks/sheds/unfinished basements/porches - \$23.36/sq ft
 - iv. Apartment/condo buildings - \$116.34/sq ft
 - v. Farm buildings - \$6/sq ft
 - b. The fee for the building permit shall be \$5.00 for the first \$1,000 of construction costs; or \$1.50 for each \$1,000 thereafter for properties within an incorporated municipality that has their own zoning code or \$2.50 for each \$1,000 thereafter for properties with no other zoning code.
 - c. The fee for the fire enhancement funding has changed to 0.15% of the construction costs of the building permit due to the change in construction costs. Although the rate was reduced, some construction projects will see an increase in the fire fee due to the change in construction cost calculations.

- (g) Methodology and Rate Change for Building Code Inspections – residential fees cover 5 inspections with any additional inspection increasing from \$40 to \$60

Project Type	Old Base Fee	New Base Fee
Manufactured Homes	\$120	\$120
Modular Homes	\$150	Based on non-attached residential permits structure below
Non-Attached Residential – 0-599 sq ft	\$120	\$120
Non-Attached Residential – 600-999 sq ft	\$205	\$120
Non-Attached Residential – 1,000-2,349 sq ft	\$205	\$240
Non-Attached Residential – 2,350-2,999 sq ft	\$230	\$240
Non-Attached Residential – 3,000-3,499 sq ft	\$255	\$360
Non-Attached Residential – 3,500-3,999 sq ft	\$280	\$360
Non-Attached Residential – 4,000-4,499 sq ft	\$305	\$360
Non-Attached Residential – 4,500-4,999 sq ft	\$330	\$360

Section 3. (g) (continued)

Project Type	Old Base Fee	New Base Fee
Non-Attached Residential – 5,000-5,999 sq ft	\$450	\$360
Non-Attached Residential – above 5,999 sq ft	\$550	\$360
Attached Residential – no matter what size	\$120 plus \$5/\$1,000 of construction value	\$560
Commercial	\$120 plus \$5/\$1,000 of construction value	\$360 plus \$5/\$1,000 of construction value

(h) New Sources of Revenue

- 1.) Building Code - Building Plan Replacement Fee - \$120 fee for replacing building plans requiring staff re-review
- 2.) Planning & Zoning Office - Public Hearing Readvertisement Fee - \$500 fee for readvertising public hearings at applicant's request
- 3.) Planning & Zoning Plan Re-review Fee - \$150 fee per additional review required due to applicant error
- 4.) Planning & Zoning By-Right Application Fee - \$300 fee for by-right applications without floor area
- 5.) Planning & Zoning Record Plan Modification - \$1,000 fee for making changes after initial recordation, or revising conditions of approval
- 6.) Enterprise Utility - Construction Phase Design Modification Fee - Tier 2 \$1,000 fee for reviews involving constructability/site conditions
- 7.) Geographic Information Office - Street Naming Fee - \$50/hour fee for additional street name change requests
- 8.) School Building Permit Surcharge (subsequent County Council adopting the School Surcharge Ordinance that sets the parameters of when the surcharge applies) - \$5/\$1,000 of construction cost of a building permit

Section 4. Fees and Charges required to be set annually during the budget:

Area	Fee Description	Rate	Unit of Measure
Building Code	Building Plan Replacement Fee	\$120	Per plan set
Building Code	Additional Plan Review - Revised project after approval of original application	\$60	Minimum fee, plus additional permit fees for additional square footage
Building Code	Building Permit (all projects)	\$5.00 for the first \$1,000 of construction estimate; \$2.50 for each \$1,000 thereafter for properties without another zoning code.	
Building Code	Building Permit (all projects)	\$5.00 for the first \$1,000 of construction estimate; \$1.50 for each \$1,000 thereafter for properties within incorporated municipalities that have their own Zoning Code	
Building Code	Inspections- Residential (includes all manufactured and applicable modular homes) under 1,000 SF	\$120	Base fee includes up to five inspections

Area	Fee Description	Rate	Unit of Measure
Building Code	Inspections- Non-attached Residential (includes applicable modular homes) 1,000 to 2,999 SF	\$240	Base fee includes up to five inspections
Building Code	Inspections- Non-attached Residential (includes applicable modular homes) 3,000 SF and over	\$360	Base fee includes up to five inspections
Building Code	Inspections- Attached Residential (townhomes/duplexes)	\$560	Base fee includes up to five inspections
Building Code	Residential Inspections- over the five base inspections	\$60	Per inspection
Building Code	Inspections- Commercial	\$360 then \$5.00 per \$1,000 of construction cost; no cap on inspections	
Engineering	Plan Review Fees - Chapter 99 - flat fee for (2) reviews of submitted plans	\$3,500	Flat fee
Engineering	Plan Review Fees - Chapter 99 - per unit for (2) reviews of submitted plans -	\$55	Per unit (addition to flat fee)
Engineering	Plan Review Fees - Chapter 99 - Per multi-unit building for (2) reviews of submitted plans	\$20	Per unit (addition to flat fee)
Engineering	Chapter 99 Third Additional reviews - after first (2) reviews based on 60% fees calculated for original plans submitted	60%	Original plan review fees
Engineering	Plan Review Fees - Chapter 99 fourth additional reviews - after first (3) reviews based on 50% fees calculated for original plans submitted	50%	Original plan review fees
Engineering	Plan Review Fees - Chapter 99 - fifth additional reviews - after first (4) reviews based on 40% fees calculated for original plans submitted	40%	Original plan review fees
Engineering	Plan Review Fees - Plan Revisions - Chapter 99 - after obtaining County approval	\$2,000	Each
Engineering	Plan Review Resubmittal Fee	\$300	Per occurrence
Engineering	Field Inspection Fees - Chapter 99	\$1,225	Per equivalent dwelling unit including as-built asset
Engineering	Field Inspection - Overtime - Holiday or Weekend Hours	\$70	Per hour
Planning & Zoning	Minor subdivision (2-5 lots)	\$200 plus \$20 per lot	
Planning & Zoning	Minor lot line adjustment/lot consolidation	\$150	Per occurrence
Planning & Zoning	Administrative variance	\$50	Per occurrence
Planning & Zoning	Re-Advertisement of Public Hearing at Applicant's Request (all cases except for medical emergencies)	\$500	Per occurrence

<i>Area</i>	<i>Fee Description</i>	<i>Rate</i>	<i>Unit of Measure</i>
Planning & Zoning	Additional Review/ Stamping of Surveys, Lot Line Adjustments and Other Plans where additional staff review required due to inaccuracy/error	\$150	Per review
Planning & Zoning	Zoning and certificate of occupancy verification letters	\$150	Per occurrence
Planning & Zoning	Subsequent reviews to release bond	\$150	Per review
Planning & Zoning	Board of Adjustment application	\$500	1 – 6 variances
Planning & Zoning	Board of Adjustment application	\$600	7 – 9 variances
Planning & Zoning	Board of Adjustment application	\$800	10 or more variances
Planning & Zoning	Board of Adjustment application	\$500	Per special use exception
Planning & Zoning	Board of Adjustment code interpretation or administrative appeal	\$600	Per occurrence
Planning & Zoning	Board of Adjustment accessory dwelling unit application fee	\$500	Per variance
Planning & Zoning	Variance modification request within 1 year	\$500	Per occurrence
Planning & Zoning	Change of zone application	\$1,000	Per occurrence
Planning & Zoning	Application to amend zoning ordinance	\$1,000	Per occurrence
Planning & Zoning	Small scale conditional use (CU) application (small scale is when the proposed CU is to operate as an accessory/ancillary manner to a dwelling on the parcel)	\$500	Per occurrence
Planning & Zoning	Conditional Use application (not small scale)	\$1,000 plus \$50 per dwelling unit	
Planning & Zoning	Conditional Use application for business, commercial, industrial, and other buildings	\$100 per 1,000 square feet, capped at \$5,000 per phase	
Planning & Zoning	Major subdivision/RPC application	\$1,000 plus \$50 per dwelling unit	
Planning & Zoning	Major subdivision/RPC application (where forested buffer plan is required)	\$1,750 plus \$50 per dwelling unit	
Planning & Zoning	Re-subdivision or revised record plan – nonresidential	\$1,000	Per occurrence
Planning & Zoning	Temporary removable vendor permits	\$100	Per permit
Planning & Zoning	Re-subdivision or revised record plan – residential	\$1,000 plus \$50 per dwelling unit	

<i>Area</i>	<i>Fee Description</i>	<i>Rate</i>	<i>Unit of Measure</i>
Planning & Zoning	Plan expiration extension	\$1,000	Per occurrence
Planning & Zoning	By-Right Application Fee	\$300 fee for by-right applications without floor area	
Planning & Zoning	Appeal from any finding, decision, or recommendation of the Department with regard to subdivision standards affecting an individual residential lot or use and/or affecting other residential and nonresidential lots or uses	\$3,000	Per appeal
Planning & Zoning	Appeal of revised landscape plan	\$500	Per appeal
Planning & Zoning	Appeal of record plan modification	\$1,000	Per appeal
Planning & Zoning	Appeal of sunset plan review/determination as to whether substantially underway	\$1,000	Per appeal
Planning & Zoning	Construction sign permits fee	\$0.50 per square foot minimum charge of \$25 per sign for signs larger than 32 square feet	
Planning & Zoning	Sign permits larger than 32 square feet	\$0.25 per square foot minimum charge of \$25 per sign annual fee.	
Planning & Zoning	Sign permits equal to or smaller than 32 square feet	\$7.50	onetime fee
Planning & Zoning	Demolition Fee	No charge	
Planning & Zoning	Plan Review Resubmittal Fee	\$300.00	Per occurrence
Planning & Zoning	Subdivision Record Plan Modification (i.e. changing amenities and/or design after initial recordation, or revising conditions of approval)	\$1,000	Per occurrence
Planning & Zoning	Site plan review fee - Multifamily residential	\$50 minimum, plus \$2 per dwelling unit in excess of 10 dwelling units.	
Planning & Zoning	Site plan review for business, commercial, industrial, and other buildings (hospitals, schools, institutional, and places of worship are exempt)	\$300 where no floor area created. Otherwise, \$100 per 1,000 square feet, capped at \$5,000 per phase	
Planning & Zoning	Site plan review fee – Manufactured home parks, parks, and campgrounds for mobile campers and tent camping	\$50 minimum, plus \$2 per site in excess of 10 manufactured homes or campsites.	

<i>Area</i>	<i>Fee Description</i>	<i>Rate</i>	<i>Unit of Measure</i>
Utility Enterprise	Damage to County infrastructure from outside sources	Varies	Actual costs or equipment rates based on FEMA schedule
Utility Enterprise	Plan Review Fees - Chapter 110 - Sussex County Sewer District - Sewer - Flat Fee including (2) reviews of submitted plans	\$3,000	Flat fee
Utility Enterprise	Plan Review Fees - Chapter 110 - Sussex County Sewer District - Sewer - Per Unit including (2) reviews of submitted plans	\$30	Per unit
Utility Enterprise	Plan Review Fees - Chapter 110 - Sussex County Sewer District - Sewer - Per multi-unit building (2) reviews of submitted plans	\$10	Per unit
Utility Enterprise	Plan Review Fees - Chapter 110 - Sussex County Water District - Water - Flat fee including (2) reviews of submitted plans	\$3,000	Flat fee
Utility Enterprise	Plan Review Fees - Chapter 110 - Sussex County Water District - Water - Per Unit including (2) reviews of submitted plans	\$20	Per unit
Utility Enterprise	Plan Review Fees - Chapter 110 - Sussex County Sewer District - Water - Per multi-unit building (2) reviews of submitted plans	\$10	Per unit
Utility Enterprise	Plan Review Fees - Chapter 110 - third additional reviews - after first (2) Sewer/Water plan review	60%	Original plan fees
Utility Enterprise	Plan Review Fees - Chapter 110 - fourth additional reviews - after first (3) Sewer/Water plan review	50%	Original plan fees
Utility Enterprise	Plan Review Fees - Chapter 110 - fifth additional reviews - after first (4) Sewer/Water plan review	40%	Original plan fees
Utility Enterprise	Plan Review Fees - Sewer/Water Plan Revisions - Chapter 110 - after obtaining County approval.	\$2,000	Each
Utility Enterprise	Construction Phase Design Modification Fee - Tier 1	\$500	Per request - technical bulletin
Utility Enterprise	Commercial Sewer Site Review Fee	\$1,000	Flat fee
Utility Enterprise	Construction Phase Design Modification Fee - Tier 2	\$1,000	Per request - constructability/site conditions

<i>Area</i>	<i>Fee Description</i>	<i>Rate</i>	<i>Unit of Measure</i>
Utility Enterprise	Pump Station Review Fees – Chapter 110 – Sussex County Sewer District	\$2,500	Flat fee (including 2 reviews of submitted plans)
Utility Enterprise	Plan Review Resubmittal Fee	\$300	Per occurrence
Utility Enterprise	Field Inspection Fees - Chapter 110	\$875	Per equivalent dwelling unit including as-built asset
Utility Enterprise	Field Inspection - Overtime	\$70	Per hour
Utility Enterprise	Field Inspection Trip Charge – rescheduled connection inspections – each additional field inspection required due to contractor’s methods, no call/no show, or cancellation within 2 hours of scheduled appointment	\$100	Per occurrence
Utility Enterprise	Sewer/Water Connection Permits	\$130	Per permit
Utility Enterprise	Availability fee for Private Fire Service	\$300	Annually
Utility Enterprise	Waste Hauler’s Annual License Fee	\$250	Annually
Utility Enterprise	Waste Hauler Fee - Septage Treatment Charges	\$0.08	Per gallon
Utility Enterprise	Wastewater Holding Tank Permit	\$100	Each
Utility Enterprise	Water Turn Off or On Fee	\$300	Each
Utility Enterprise	Bulk Water User Permit (Usage Fees charged separately)	\$50	Each
Utility Enterprise	Bulk Water Usage Fee - First 5,000 Gallons	\$30	5,000 Gallons
Utility Enterprise	Bulk Water Usage Fee - 5,001 Gallons and Up	\$6	1,000 Gallons
Utility Enterprise	Industrial Wastewater Discharge Permit	\$500	Per issuance
Utility Enterprise	Industrial Wastewater Discharge - Permit Amendment	\$250	Per issuance
Utility Enterprise	Industrial Wastewater Discharge - Permit Variance(s)	\$250	Per issuance

<i>Area</i>	<i>Fee Description</i>	<i>Rate</i>	<i>Unit of Measure</i>
Utility Enterprise	Industrial Wastewater Discharge - User Annual Monitoring, Inspection, and Surveillance Fee	\$250	Annually
Utility Enterprise	Application Fees - Extending District Boundaries - Sewer and/or Water - 2 Acres or Less	\$500	Each
Utility Enterprise	Application Fees - Extending District Boundaries - Sewer and/or Water - 2.1 - 9.9 Acres	\$750	Each
Utility Enterprise	Application Fees - Extending District Boundaries - Sewer and/or Water - 10 - 150.0 Acres	\$1,500	Each
Utility Enterprise	Application Fees - Extending District Boundaries - Sewer and/or Water – Greater than 150.0 Acres	\$2,500	Each
Utility Enterprise	Irrigation Fee - Water District	Additional 1 EDU on water bill	
Utility Enterprise	Water Fire Service Fee	\$300	Per connection - annual
Utility Enterprise	Sewer Service Concept Evaluation Fee	\$1,000	Per evaluation
Utility Enterprise	Sewer Availability Fee	100%	Annual Service Charge
Utility Enterprise	Sewer Inspection Camera Fee	\$150	Per hour for equipment and crew; charge per based on hourly increments
Utility Enterprise	Flagger services	\$50	Per hour for flagger; charge per based on hourly increments
Utility Enterprise	Bio-solids Processing Fees		Per agreed contract pricing.
Utility Enterprise	Enterprise Employee Hourly Rate for Services	Various	Employee hourly rate plus 65.0% OH charge
Utility Enterprise	Enterprise Employee Premium Hourly Rate for Services for After Hour and Holiday Hours	Various	Employee premium hourly rate plus 40.0% OH charge

Section 5. The Statement of Anticipated Capital Project Fund Revenues and Expenditures for the Fiscal Year Ending June 30, 2027, is as follows:

	<u>Amount Year</u> <u>Ending</u> <u>June 30, 2027</u>
<u>Revenues and Other Financing Sources:</u>	
Appropriated Reserves	\$20,685,450
Federal Grant	7,578,900
Investment Income	680,000
State Grant	421,050
<u>Total Revenues and Other Financing Sources</u>	<u>\$ 29,365,400</u>
 <u>Expenditures:</u>	
Administrative	12,303,000
Airport and Business Park	13,626,000
Engineering	250,000
Library	95,000
Public Safety	3,091,400
<u>Total Capital Improvement Expenditures</u>	<u>\$ 29,365,400</u>

Section 6. The Statement of Anticipated Enterprise Fund Revenues and Expenses for the Fiscal Year Ending June 30, 2027, is as follows:

	<u>Amount Year</u> <u>Ending</u> <u>June 30, 2027</u>
<u>Revenues and Other Financing Sources:</u>	
Operating Revenue	
Service Charges	\$ 39,275,284
Holding Tank Fees	620,000
Licenses, Permit, and Review Fees	1,950,040
Miscellaneous Fees	639,300
Non-Operating Revenue	
Assessment Charges	9,477,375
Capitalized Ord. 38 Fees	3,655,896
Connection Fees	13,134,000
Investment Results	3,264,150
Miscellaneous Revenues	761,625
Other Financing Sources	
Appropriated Reserves	2,296,006
Grants	972,550
Transfers	115,500
<u>Total Revenues and Other Financing Sources</u>	<u>\$ 76,161,726</u>
 <u>Expenses</u>	
Administrative	\$ 12,702,397
Operations and Maintenance Costs	38,713,706
Capital Expenditures	9,139,944
Debt Service	15,605,679
<u>Total Expenses and Debt Service</u>	<u>\$ 76,161,726</u>

Section 7. Supplemental funding provided by the American Rescue Plan Act as follows:

Revenues and Other Financing Sources:

Coronavirus State and Local Fiscal Recovery Grant \$ 222,010

Expenses and Other Financing Uses

Coronavirus State and Local Fiscal Recovery Eligible Expenses \$ 222,010

Section 8. Unappropriated or unobligated General Fund expenditures requiring a transfer from the General Fund Undesignated Fund Balance require approval by not less than four-fifths of the members of Sussex County Council concurring.

Section 9. The County Pay Plan and Salary Structure for employees not in a collective bargaining unit for Fiscal Year Ending June 30, 2027, shall be:

FY 2027 Pay Sale – Non-exempt (non-union)			
Grade	Minimum	Midpoint	Maximum
1	\$ 15.14	\$ 18.93	\$ 22.71
2	\$ 15.90	\$ 19.88	\$ 23.85
3	\$ 16.70	\$ 20.87	\$ 25.04
4	\$ 17.53	\$ 21.91	\$ 26.29
5	\$ 18.41	\$ 23.01	\$ 27.61
6	\$ 19.34	\$ 24.16	\$ 28.99
7	\$ 20.29	\$ 25.37	\$ 30.44
8	\$ 21.31	\$ 26.63	\$ 31.96
9	\$ 22.37	\$ 27.97	\$ 33.56
10	\$ 23.49	\$ 29.36	\$ 35.24
11	\$ 24.67	\$ 30.83	\$ 37.00
12	\$ 25.90	\$ 32.37	\$ 38.85
13	\$ 27.19	\$ 34.00	\$ 40.80
14	\$ 28.56	\$ 35.70	\$ 42.83
15	\$ 29.98	\$ 37.48	\$ 44.98
16	\$ 31.49	\$ 39.35	\$ 47.22
17	\$ 33.05	\$ 41.33	\$ 49.58
18	\$ 34.71	\$ 43.38	\$ 52.06
19	\$ 36.44	\$ 45.55	\$ 54.66
20	\$ 38.27	\$ 47.83	\$ 57.40

FY 2027 Salary Scale - Exempt			
Grade	Minimum	Midpoint	Maximum
E1	\$ 65,484	\$ 81,855	\$ 98,226
E2	\$ 68,758	\$ 85,948	\$ 103,137
E3	\$ 72,196	\$ 90,245	\$ 108,294
E4	\$ 75,806	\$ 94,757	\$ 113,709
E5	\$ 79,596	\$ 99,495	\$ 119,394
E6	\$ 83,576	\$ 104,470	\$ 125,364
E7	\$ 87,755	\$ 109,694	\$ 131,632
E8	\$ 92,143	\$ 115,178	\$ 138,214
E9	\$ 96,750	\$ 120,937	\$ 145,125
E10	\$ 101,587	\$ 126,984	\$ 152,381
E11	\$ 106,667	\$ 133,333	\$ 160,000
E12	\$ 112,000	\$ 140,000	\$ 168,000
E13	\$ 117,600	\$ 147,000	\$ 176,400
E14	\$ 123,480	\$ 154,350	\$ 185,220
E15	\$ 129,654	\$ 162,067	\$ 194,481
E16	\$ 136,137	\$ 170,171	\$ 204,205
E17	\$ 142,943	\$ 178,679	\$ 214,415
E18	\$ 150,091	\$ 187,613	\$ 225,136
E19	\$ 157,595	\$ 196,994	\$ 236,393

* Salary based on 40 hours a week

Section 10. The County has invested \$10 million of Appropriated Reserves from Realty Transfer Tax funds with a goal to earn five percent per year. The fire companies are to receive a grant for the annual investment income from this investment up to four percent per year; these fire service grants are to be awarded annually based on recommendations from the Fire Resource Committee of the Sussex County Volunteer Firefighters Association, but at the discretion of the Sussex County Council. The County will receive the first one percent of the investment income earned. The fire service would receive investment income of up to four percent after the County receives one percent. A four-fifths vote of the County Council is required to use principal for any other purpose. If there is a loss from the investments, then the principal balance must be restored before any additional grants are made from investment income in the future to the County or fire service. The County is to receive the investment income over five percent per year. These grants to the fire service will be awarded annually, based on the previous calendar year's annual investment results.

Section 11. This Ordinance shall become effective on July 1, 2026.

I DO HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT COPY OF ORDINANCE NO. ____ ADOPTED BY THE SUSSEX COUNTY COUNCIL ON THE ____ TH DAY OF JUNE 2026.

 TRACY N. TORBERT
 CLERK OF THE COUNCIL