

BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF DOVER, IN COUNCIL MET:

That Chapter 14, Offenses - Miscellaneous, of the Dover Code be amended by inserting a new Section 14-13. Panhandling, as follows:

Sec. 14-13. Panhandling.

- (a) *Definitions.* For purposes of this section, the following word shall have the meaning respectfully ascribed to it by this section:
 - (1) *Begging:* to beg, to ask for as a charity; to ask earnestly, as for a favor; to beseech.
- (b) A person is guilty of panhandling when the person loiters, remains, or wanders about in a public place for the purpose of begging.
- (c) Violation; penalty; any violation of this section shall be punishable by a fine of not less than fifty dollars (\$50.00) nor more than one hundred dollars (\$100.00).

ADOPTED: *

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BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE CITY OF DOVER, IN COUNCIL MET:

Chapter 11.5 of the Dover Code is hereby amended to create a section to be known as Sec. 11.5 - 20 et. Seq. To be captioned as "Combative Fighting" and to be worded as follows:

COMBATIVE FIGHTING

Sec. 11.5 - 20. DEFINITIONS.

Amateurs. A person who has never received nor competed for any purse or other article of value, either for the expenses of training or for the participation in a match, other than a prize of \$50.00 in value or less.

City. The City of Dover.

Contest. A live boxing contest, match, performance, sparring match, wrestling match, or exhibition demonstrating the skill and ability of professional contestants when an admission fee is charged or that is telecast, televised, or broadcast to the public in any manner, including television, radio, transmission via cable television system, microwave, closed-circuit, satellite, fiberoptic link, or any other method of distribution.

Exhibition. An engagement in which the participants show or display their skills without necessarily striving to win.

Match(es). See Contest

Participant. A person who actively takes part in the combative fighting matches or contests.

Physician. A person who is licensed to practice medicine in the State of Delaware.

Program of Matches A group of matches, events, contests, or exhibitions billed and/or promoted together, or organized by the same promoter.

Promoter. A person who engages in producing, hosting, or staging professional contests and promotions.

Promotion. A single contest or combination of contests that occur during the same time at the same location and that is produced or staged by a promoter.

Referee. A judge or a person who has a vote in determining the winner of any contest and enforcing the rules of said contest.

Tough Man Contest. A contest in which tough man contestants compete.

Tough Man Contestants. A person who (a) participates in a contest for a cash purse in any amount or for a non-cash purse with more than a nominal value; and (b) is not licensed as a professional contestant in any state.

Ultimate Fighting Match. A live match in which (a) an admission fee is charged; (b) match rules permit contestants to use a combination of boxing, kick, wrestling, hitting, punching, or other combative contact techniques; and (c) match rules do not: (1) incorporate a formalized system of combative techniques against which a contestant performance is judged to determine the prevailing contestant; (2) divide a match into two or more equal and specified time periods for a match total of no more than 50 minutes; or (3) prohibit contestants from: (i) using anything that is not part of the human body, except for boxing gloves, to

intentionally inflict serious bodily injury upon an opponent through direct contact or the expulsion of a projectile; (ii) striking a person who demonstrates an inability to protect himself from the advances of an opponent; (iii) biting; or (iv) direct, intentional and forceful strikes to the eyes, groin area, Adam's apple area of the neck, and temple area of the head.

Sec. 11.5 - 21. LICENSE REQUIRED.

A. A license shall be required to host, promote, conduct, publicize, or engage in any professional wrestling or boxing or other type of combative fighting match, contest, or exhibition.

B. A participant, manager, trainer, referee, judge, physician, or booking agent or representative of a booking agent, shall obtain a license before directly or indirectly acting in such capacity in connection with any match involving a participant.

C. **Permit for program of matches** - In addition to a promoter's license, a promoter must procure a permit for each program of matches before presenting that program. Each application for a permit shall specify the location and time of the program.

D. Prohibited. The following types of events shall be prohibited:

1. Professionals or amateur Tough Man matches. Such competition includes any contest or exhibition where participants compete by using a combination of skills;

2. Ultimate Fighting Matches as defined by this ordinance;

3. Bouts or athletic events in which more than two contestants are to appear in a ring at the same time;

4. Contests or athletic events between members of the opposite sex;

5. Any barroom type brawls, "so you think you're tough" type challenges, and roughneck type bouts.

6. Sham or collusive contests prohibited. No person shall knowingly conduct, participate in, or be connected with a match which is represented to be a contest if one or both of the participants does not use her or his best efforts and skill or does not strive earnestly to win; if the results thereof have been prearranged; or if either participant does not use, or is prevented from using, his or her best efforts and skills as a result of coercion, bribery, duress, threats, reward or promise thereof, physical incapacity of disability, suggestion or arrangement, or any other improper or unlawful means.

E. Exclusions. Licenses are not required for any match conducted or sponsored by:

1. A university, college or secondary school if all the participants are students regularly enrolled in the institution;

2. Club boxing or club wrestling organizations and businesses for children under the age of eighteen (18).

Sec. 11.5 - 22. LICENSE REQUIREMENTS.

A. **Physician attendance.** At least one physician shall observe the physical condition of the participants before, during and after the match. If the physician determines that a participant is physical or

mentally unfit to proceed, the physician shall notify the referee and/or the promotor and the match shall immediately be canceled. The physicians' fees shall be paid by the promotor of the match.

B. Referee attendance. At least one referee who shall be qualified to judge the conduct of the participants and the winner of the match shall attend and preside over each match. The Referee will enforce the rules of the match. The referee's fees shall be paid by the promotor of the match.

C. Insurance required. The promotor shall be required to cover participants by not less than \$? of insurance for medical and surgical and hospital care required as a result of injuries sustained while engaged in matches. The insured shall be the beneficiary of such policies. Any deductible associated with the insurance policy shall be paid by the promotor and shall not be paid by or charged to the participant. It is also required that the participants be covered by not less than \$? of life insurance covering death caused by injuries received while engaged in matches.

D. The matches and participants shall be set in advance of the contests and submitted to the City when applying for the event license. In addition, the contracts between the promotor and the participant must be submitted to the City with the application for the license.

E. Participants must be at least twenty-one (21) years of age and evaluated by the physician to be fit to participate in the match.

F. Safety of participants and spectators. The promotor must establish adequate security for the safety of the participants and spectators and their property before a license will be issued.

Sec. 11.5 - 23. LICENSE FEES. A license fee shall be required in accordance with Section 11-4 of the Dover Code.

A. A separate license fee will be required for each event match exhibition contest.

Sec. 11.5 - 24. VIOLATIONS.

A. Promoting, hosting, organizing, staging, conducting and/or participating in an event that does not meet the requirements set out in this ordinance shall be subject to the following penalties:

1. Fines.

(a) the promotor of such event will be subject to a fine in an amount not to exceed \$1,000;

(b) participants in the event will be subject to a fine in the amount not to exceed \$1,000;

(c) the owner of the premises shall be subject to a fine in the amount not to exceed \$1,000.

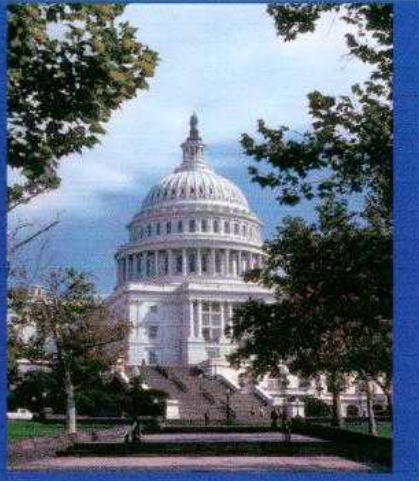
2. Suspension or revocation of license by city. The city will suspend or revoke a license or permit if the city finds that the licensee or permittee has been violating the requirements of the said.

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**Public
Administration
Service**



Pros & Cons of PAS Study

**Compensation and Classification
Review for the City of Dover**

Final Report
November 4, 2002

Council President McGlumphy
June 23, 2003

PRO's

1. Provides Proof that
 - a) 95% City Employees well Compensated
 - b) 383 Positions examined
 - c) 20 needed adjusting
2. Truncation led to
 - a) 11 % Higher entry level salaries
3. Recommends City adopt Business Model
 - a) Utilizing concept of market ranges

PRO's

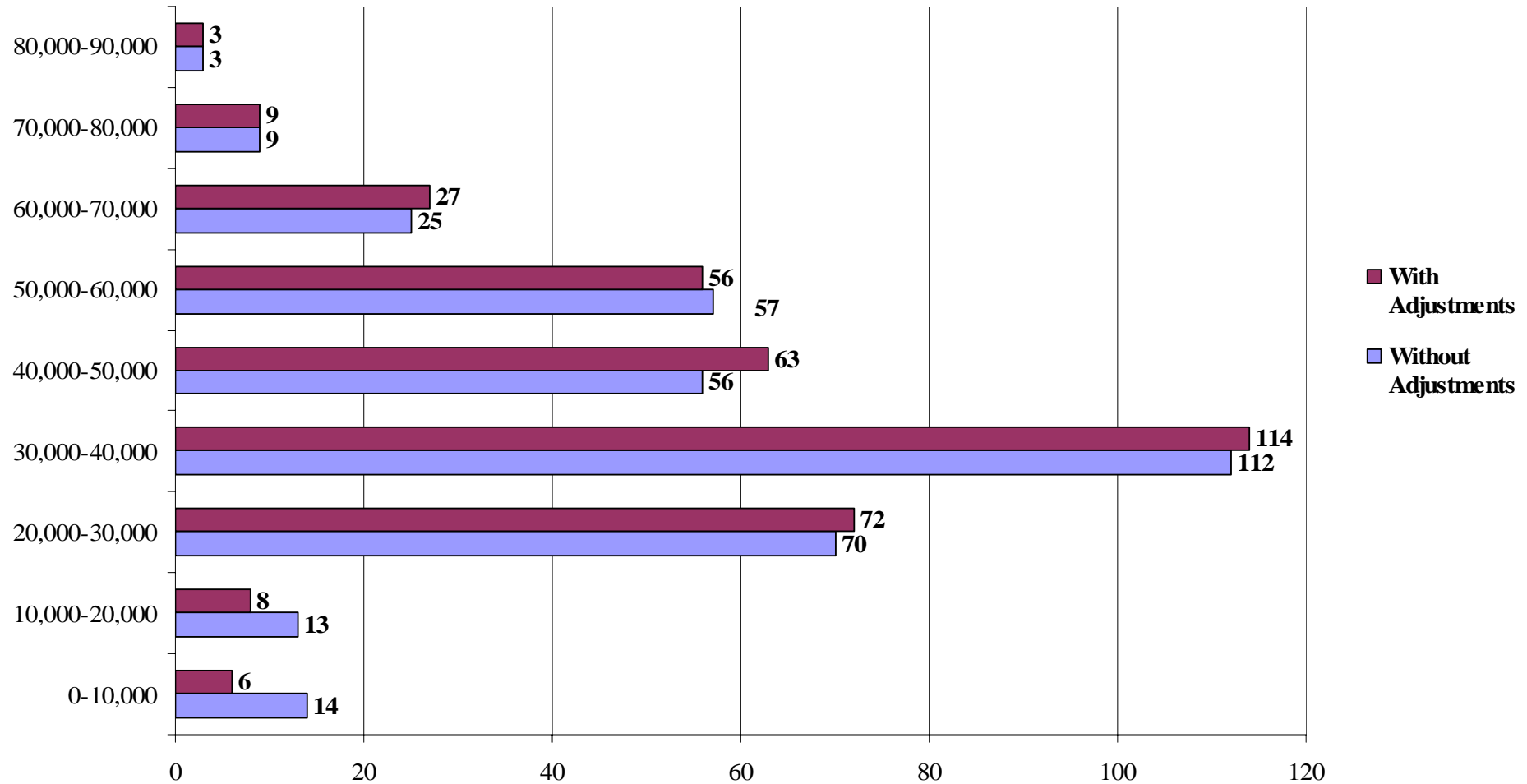
4. Benefits in line with other markets
5. Minor adjustments needed to “tweak” present salary levels
6. Implementation new Compensation classification program must take in to account
 - a) Financial disposition
 - b) Current salary levels
 - c) Unique city variables
7. Cost to maintain compensation system
 - a) Driven by changes in labor market
 - b) Must be applied globally
 - c) Adjusting each range/band

IS THE CITY READY FOR THIS?

Con's

1. Validity and Reliability Compromised
 - Accommodations made for certain individuals/groups
 - Potential prejudicial recommendations
 - Data is susceptible to being skewed
2. Some Benchmarks Flawed
3. Qualitative Job descriptions embellished
 - Integrity questionable
4. Comparability's not consistent
5. Qualifications for key positions missing
6. Comparisons of job class titles incomplete or omitted
7. Completion date compromised implementation for FY03
8. "Sales Pitch" for future assistance
9. Only maximum range expanded by 2%, WHY?
10. Average #'s do not match #'s in Salary Survey results
Summary Chart vs. Supportive Material in Survey Results

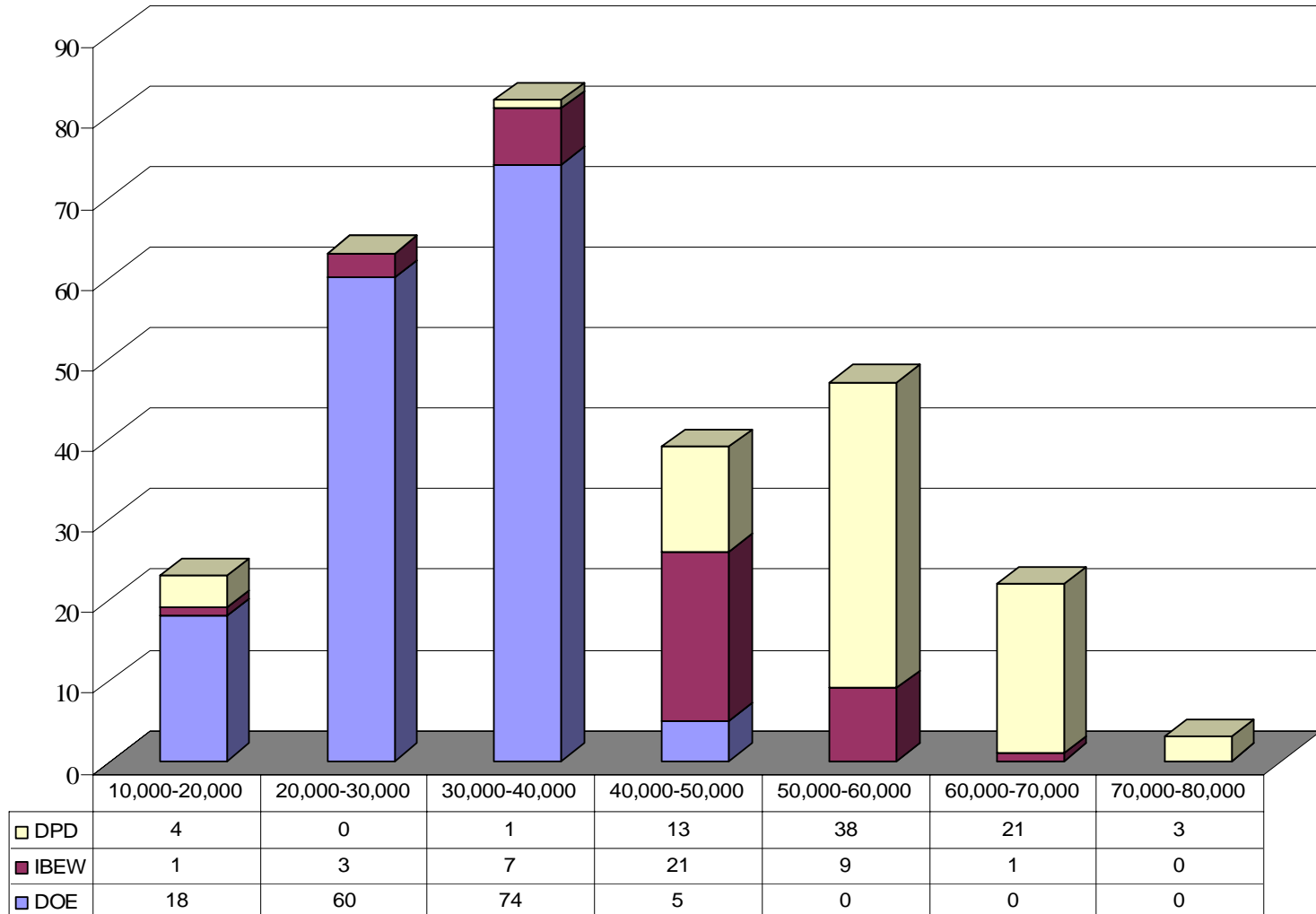
City of Dover W-2 Salary Ranges 2002



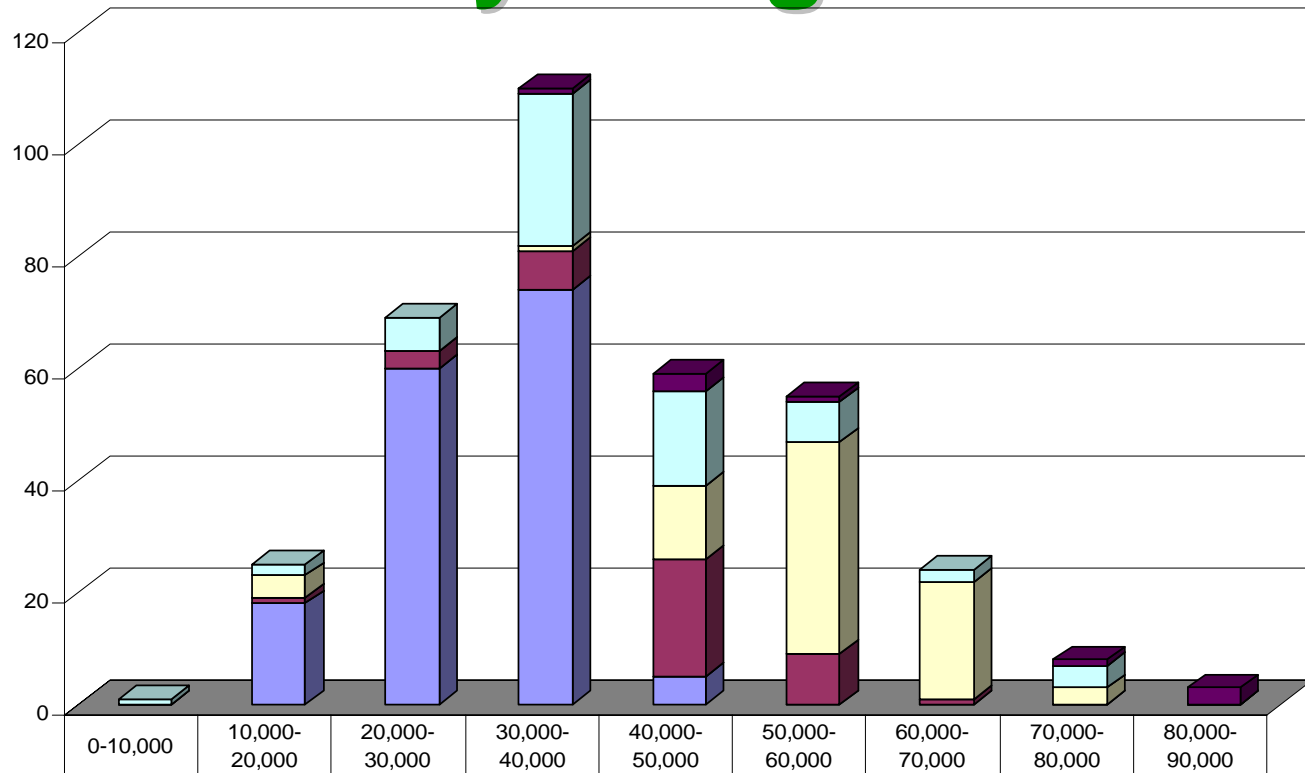
W-2 Pay Ranges

Salary Range	Without Adjustments	With Adjustments
0-10,000	14	6
10,000-20,000	13	8
20,000-30,000	70	72
30,000-40,000	112	114
40,000-50,000	56	63
50,000-60,000	57	56
60,000-70,000	25	27
70,000-80,000	9	9
80,000-90,000	3	3

City of Dover W-2 Union Salary Ranges 2002

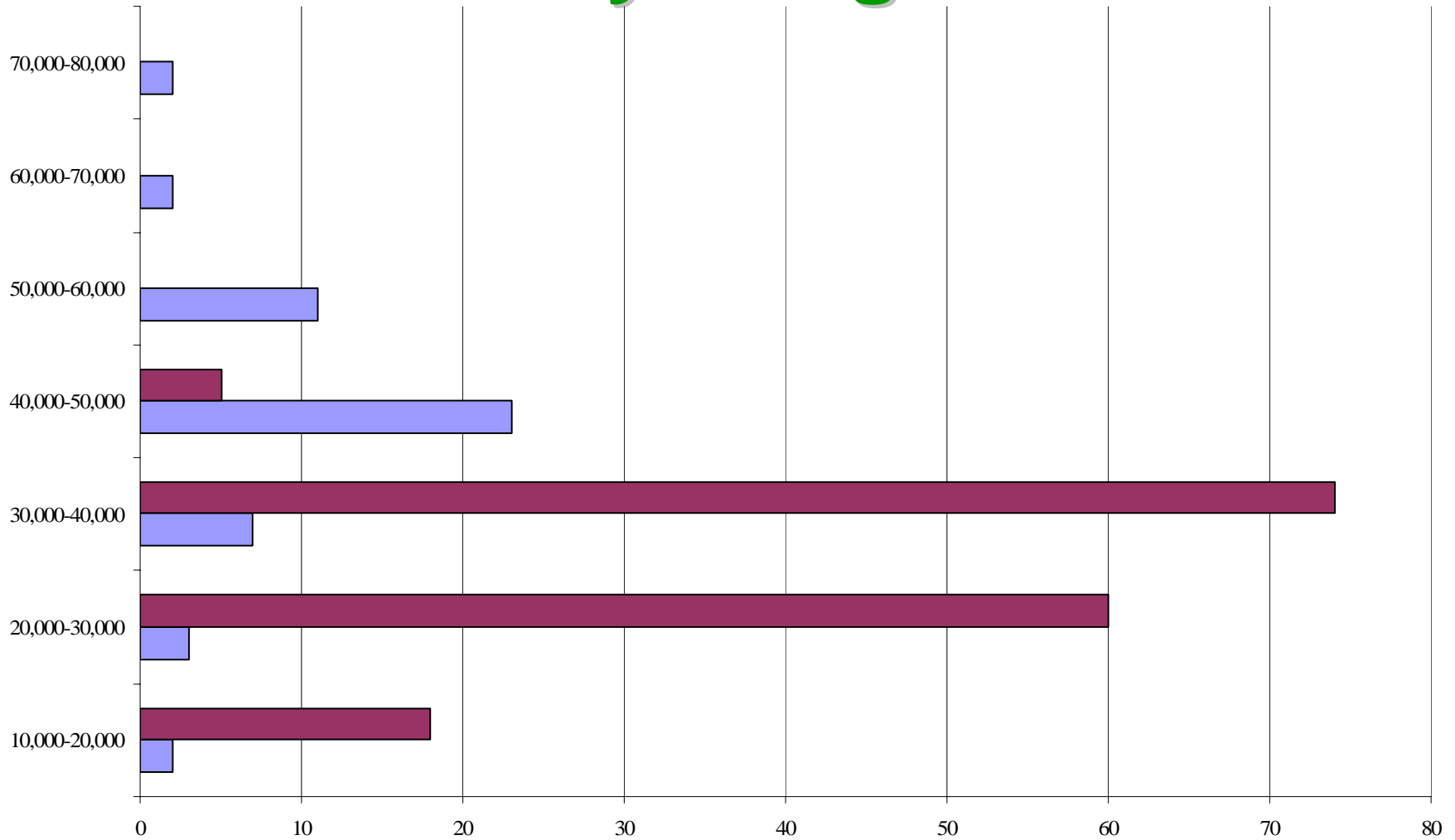


City of Dover W-2 Salary Ranges 2002



■ Council Appointees/Mayor				1	3	1		1	3
□ General Management	1	2	6	27	17	7	2	4	0
□ DPD	0	4	0	1	13	38	21	3	0
■ IBEW	0	1	3	7	21	9	1	0	0
■ DOE	0	18	60	74	5	0	0	0	0

W-2 Salary Ranges 2002



	10,000-20,000	20,000-30,000	30,000-40,000	40,000-50,000	50,000-60,000	60,000-70,000	70,000-80,000
DOE	18	60	74	5	0	0	0
IBEW	2	3	7	23	11	2	2

City of Dover Police

W-2 Salary Ranges 2002

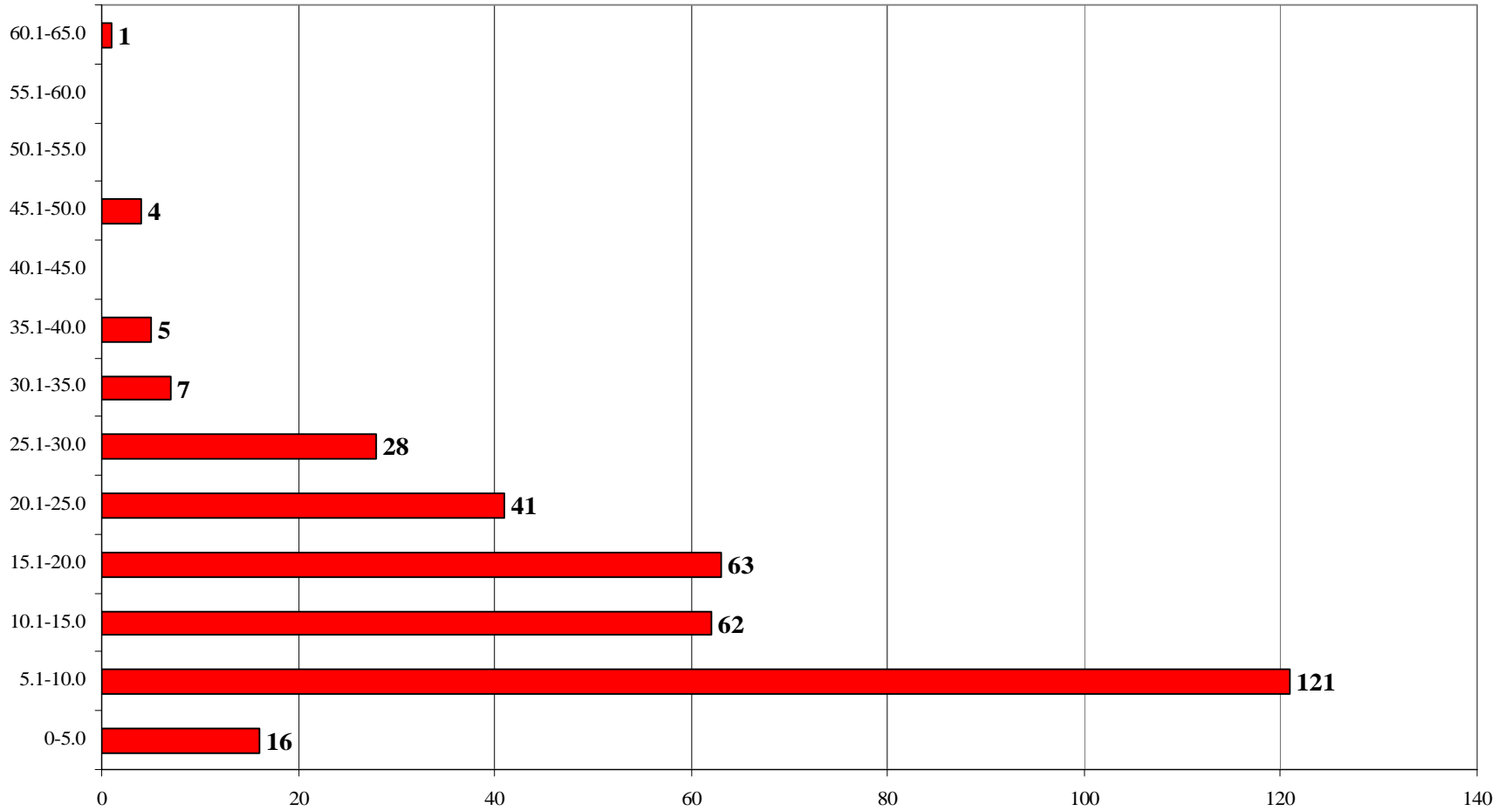
Salary Range	Employees
10,000-20,000	4
20,000-30,000	0
30,000-40,000	1
40,000-50,000	13
50,000-60,000	38
60,000-70,000	21
70,000-80,000	3

City of Dover Police

W-2 Pay Ranges by Class 2002


Position	Salary Range	Employees
Patrolman (NH)	12,000-15,000	4
Patrolman	43,000-48,000	5
PFC	44,000-63,000	39
Corporal	36,000-66,000	18
Sergeant	61,000-65,000	8
Lieutenant	67,000-71,000	4
Captain	75,000-80,000	2

Percent Increase 7/01/2000 - 7/01/2002



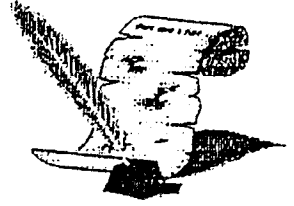
	0-5.0	5.1-10.0	10.1-15.0	15.1-20.0	20.1-25.0	25.1-30.0	30.1-35.0	35.1-40.0	40.1-45.0	45.1-50.0	50.1-55.0	55.1-60.0	60.1-65.0
■ Number	16	121	62	63	41	28	7	5	0	4	0	0	1

TO: Mayor and Council

FROM: Janice C. Green, City Clerk 

DATE: October 30, 2000

SUBJECT: Certain Council Related Expenditures



Upon his retirement, Mr. Karia had requested that I forward information regarding certain Council related expenditures, as follows:

During the course of fulfilling the responsibilities of elected office, City Council members attend various meetings and functions. This report presents information regarding the payment for attendance/participation at such meetings and functions.

Current Practice/Guideline

Although there are no written guidelines concerning the types of expenditures that are permitted from City funds for Council members, there are written guidelines for City employees and the Mayor. In the past, when determining if the City will pay for the costs of a particular function/event, previous traditions have been followed and a basic unwritten guideline that if the function/event benefits the City (taxpayers) in some way, then costs of attendance and/or participation are paid by the City. We have not permitted reimbursement/payments for contributions to an organization. Examples of the current practice used as our guideline, are as follows:

PAID

- ⊗ Delaware League of Local Government Meetings (Monthly and Annual Meetings)
- ⊗ Seminars/Educational Sessions
- ⊗ Main Street - 12th Night (actual cost only - does not include contribution amount)
- ⊗ National League of Cities Events
- ⊗ Dinner/Luncheon Meetings - Local Legislators
- ⊗ City/County Dinner Meetings (Members Only)
- ⊗ Kent County Tourism
- ⊗ CDED Dinner Leadership Award (table)

NOT PAID

- ⊗ Annual Christmas Parties - Any organizations
- ⊗ Parties of any type, including City related parties such as retirement parties, Christmas parties, etc.
- ⊗ Fund Raisers such as KGH Evening with the Stars, Heart Ball, Art League, etc.
- ⊗ Governor's/Mayor's Prayer Breakfasts
- ⊗ Promotional events (Golf tournaments, social hours, etc.)
- ⊗ Civic Leaders Tour (DAFB)

The above lists do not cover all the various functions due to the changing nature of our business. As time goes on and new situations arise, a determination shall be made based upon the fair and equitable solution for both the taxpayers and members of Council.

/jg

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cc: Mrs. Mitchell, Finance Director/Treasurer
Mr. O'Connor, City Manager