

THE CITY OF WILMINGTON COMPENSATION PACKAGE

Health Insurance Coverage: The City of Wilmington is committed to providing a robust healthcare portfolio to meet the needs of our employees and their families and is pleased to offer coverage on your first day of employment. Helping you to understand the benefits we offer is important to us. Please refer to our Employee Benefits website to view all things benefits such as view all benefit plans, vendor information, resources, and benefit rates: <https://cityofwilmde.eebenefits.net/>

Medical Insurance: Highmark BCBS of Delaware. City of Wilmington offers 2 medical plans, PPO II (Preferred Provider Organization) and an EPO (Exclusive Provider Organization). To learn more about our medical insurance: <https://cityofwilmde.eebenefits.net/medical/>

Dental Insurance: MetLife. City of Wilmington offers three dental plans, Dental Plan 1, 2, and 3. To learn more about our dental insurance: <https://cityofwilmde.eebenefits.net/dental/>

Vision Plan: Unum (Powered by EyeMed). City of Wilmington offers two vision plans, Basic Vision coverage which is available if you enroll in medical insurance. Basic Vision Coverage which is no cost, and the Buy-Up Vision coverage is available at an additional cost. To learn more about our vision insurance: <https://cityofwilmde.eebenefits.net/vision/>

Additional Benefits: The City of Wilmington also offers other valuable benefits such as Life and AD&D Insurance, Long-Term Disability. Employer Provided HRA's, Flexible Spending Accounts (medical reimbursement and dependent care), additional whole and term life insurances, short term disability and critical care insurance are also available at an additional cost to the employee. Please refer to our Employee Benefits website to learn more about these exciting offerings.

Opt-Out Cash Back Incentive Program: Employees who choose to enroll in medical or dental coverage other than the City's and can provide proof of this medical coverage may be eligible to receive additional income.

Sick Leave: Accumulates at the rate of one day for each completed month of service, beginning after the first full month of employment.

Vacation: Accumulates at the rate of one day of vacation per month after the completion of the first six (6) months of continuous employment until the next January 1. Each January 1 thereafter, s/he will be credited with 12 days of vacation for the calendar year, until the completion of five (5) years of continuous service.

Less than 12 months service	– 1 day for each completed month of service to a maximum of 10 days
1 to 4 years of service	– 12 days of vacation
5 to 9 years of service	– 15 days of vacation
10 to 11 years of service	– 20 days of vacation
12 to 14 years of service	– 22 days of vacation
15+ years of service	– 25 days of vacation

Life Insurance: The City agrees to provide term life insurance for each Firefighter equal to one- and one-half times (1- ½) his/her salary with a maximum of fifty thousand dollars (\$50,000.00).

Pension: As a member of the Delaware County & Municipal Police/Firefighter Pension Plan you will contribute 6% of your bi-weekly base pay. You will not contribute/participate in Social Security.

Deferred Compensation Plan: Optional employee contributory plan available.

Live Near Your Work Program: Homebuyer Assistance program to provide up to \$4,000 in homebuyers assistance for newly hired employees, first time homebuyers, and those employees choosing to purchase a residence in one of the City's unique and culture-blended neighborhoods.

Tuition Reimbursement: The City encourages employee self-development and continuing education and provides a reimbursement program for eligible employees annually for qualified college or certification courses taken that year.

PSLF Program Eligible Employer: The PSLF Program is a federal program that is intended to encourage individuals to work in public service by forgiving the balance of their federal student loans. To qualify, the individual must have made 120 qualifying payments while employed by a qualifying employer. For more information, please click [PSLF Loan Forgiveness](#).

Military Mobilization Pay: The City provides employees on active duty pay equal to the difference between his or her military pay, if higher, and his or her regular base salary for a period of one year.

*Benefits for employees under collective bargaining agreements may vary.