

# PAID FAMILY & MEDICAL LEAVE

PRESENTED BY  
DEPARTMENT OF  
HUMAN RESOURCES



# Healthy Delaware Families Act (State Plan)

Beginning January 1, 2026, the City must offer paid leave to employees who have been employed for at least one year and worked at least 1,250 physical hours from the date leave is to begin. Eligible employees may receive a cumulative total of 12 weeks each year.

## Parental

**12 weeks**  
*every year*

## Employee Medical

**6 weeks**  
*every 2 years*

## Caregiver

**6 weeks**  
*every 2 years*

## Military

**6 weeks**  
*every 2 years*

# **Family Medical Leave Insurance Program (State Plan)**

- **Employees can receive 80% of their weekly wages, for a maximum of \$900 per week.**

- **Employers finance the program through contributions to state fund. 2026 rate is 0.8% of an employee's weekly salary.**

- **Employers can split up to 50% of the required contribution with the employee (maximum employee contribution is 0.4%)**



# GUIDING PRINCIPLES



**Fiscal  
Impact**



**Operational  
Needs**



**Recruitment  
& Retention**



**Ability to  
Negotiate**

# Plan Design



Private plan

Self-insured

No employee contribution

Administered by the Department  
of Human Resources

# City of Wilmington Paid Leave Summary

## Parental

*12 weeks  
every year  
100% salary*

## Birthing Parent

*6 - 8 Weeks  
every year  
100% salary*

## Medical

*6 Weeks  
every 2 years  
80% salary*

## Caregiver

*6 Weeks  
every 2 years  
80% salary*

## Military

*6 Weeks  
every 2 years  
80% salary*

# Parental & Birth Leaves



## Caretaking & Bonding Leave

12 weeks for all parents



## Medical Leave for Birthing Parent

6 Weeks for vaginal deliveries  
8 weeks for cesarean deliveries



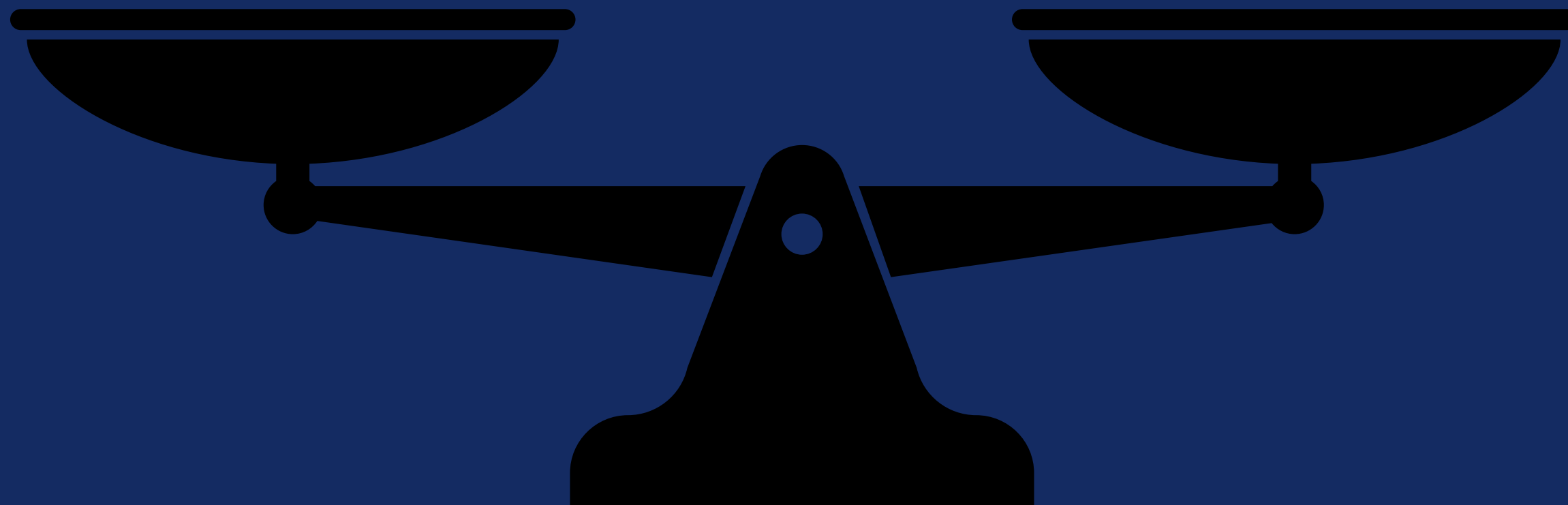
**12-20 total weeks**

Paid at 100% of employee salary

# Balancing the Impact

Paid Family  
Leave

Decrease Sick Leave Maximum Balance  
Delete discretionary two weeks at  $\frac{1}{2}$  pay





# **An Ordinance to Amend Chapter 40 of the City Code Regarding Parental Leave and Combined Leave**

**Increase Paid Parental Leave from 4 weeks to 12 weeks**

**Add 6-8 weeks of Medical Leave for Birthing Parents**

**Extends leave when there is a paid holiday or the City closed by executive order**

**Deletes discretionary 2 weeks of leave at ½ pay**

**Reduces combined leave maximum accrual from 240 to 60 days**

**Permits employees to maintain their current combined leave balances**

**Includes limited service employees (LSE) to the extent required by law**

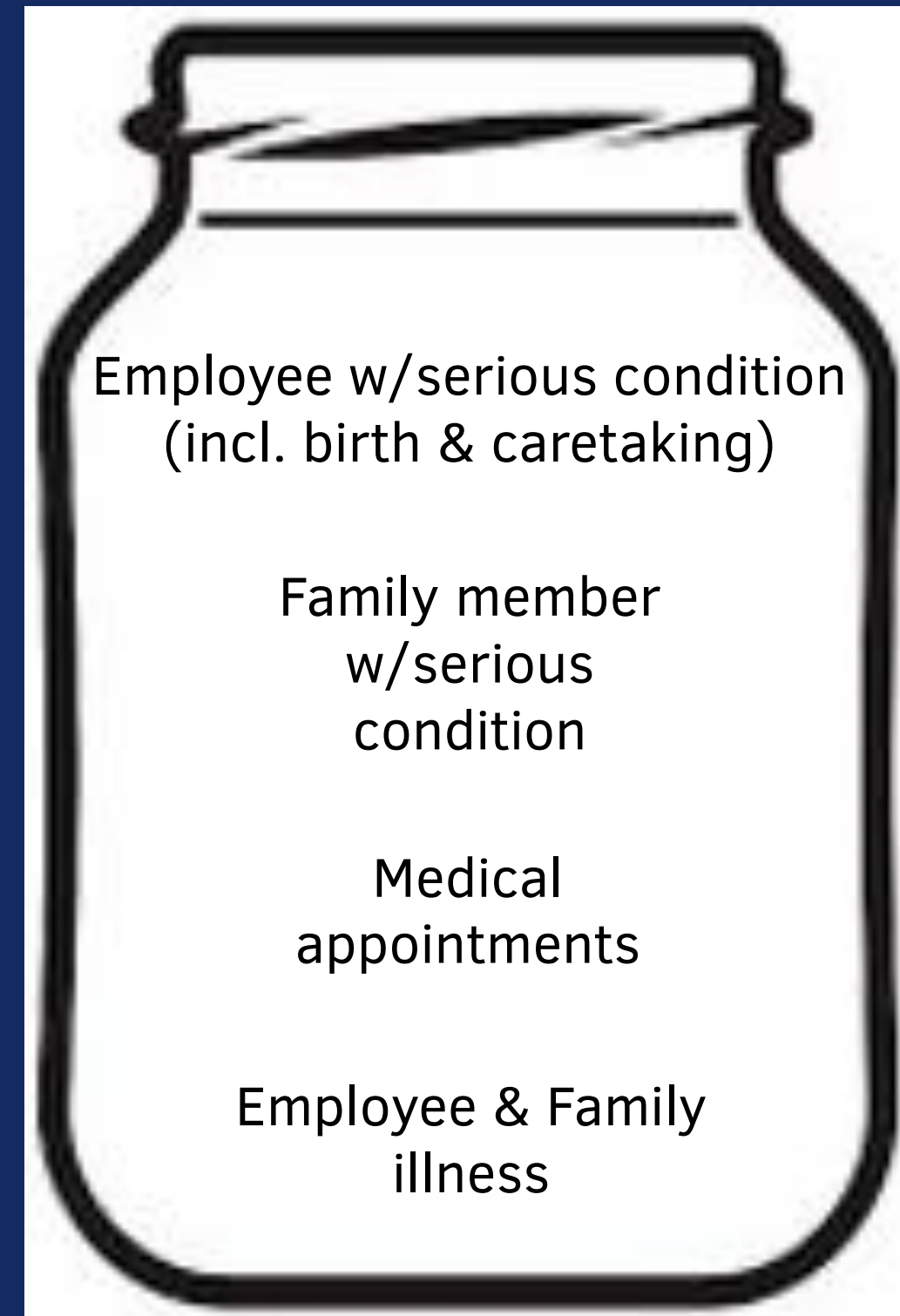
City Code Section 40-334(e) provides:

Sick leave and family leave shall be granted under the following conditions to eligible employees:

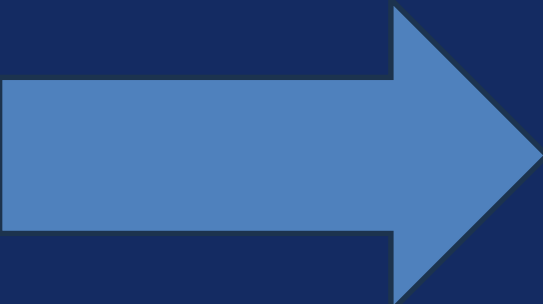
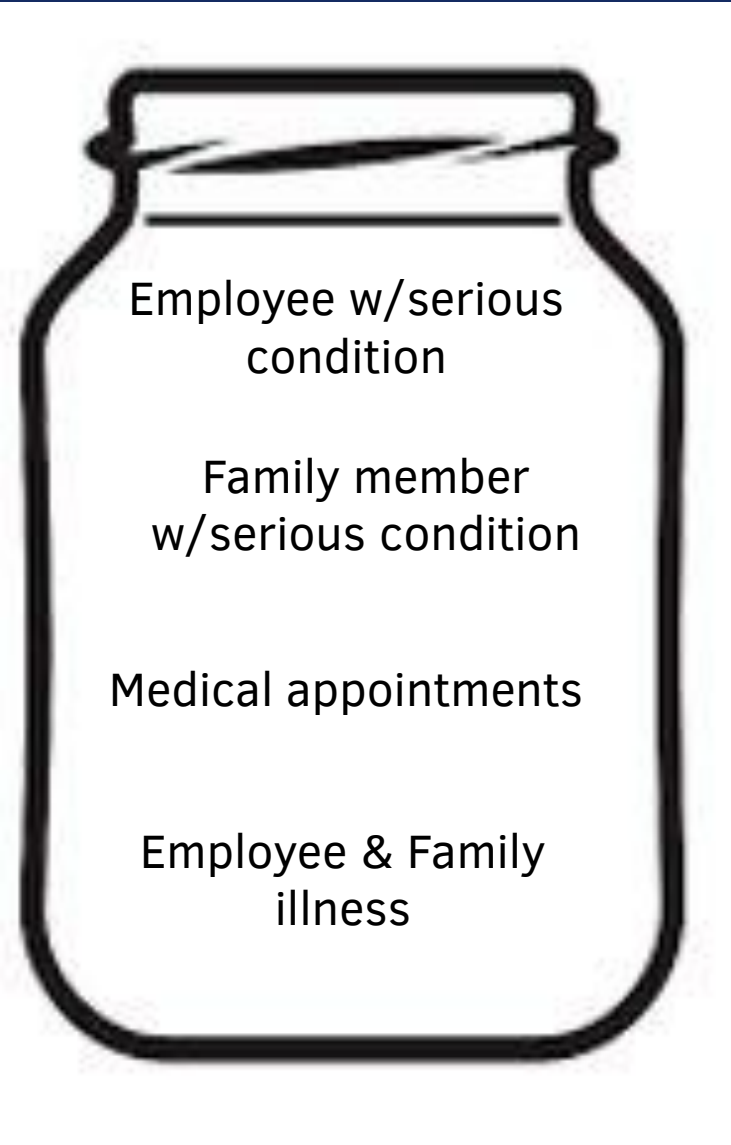
(1) Sick leave shall be granted to employees who are incapacitated from the performance of their duties by non work-related sickness or injury; or a serious medical condition as defined by the Family and Medical Leave Act or for medical, dental or optical examination or treatment; or when, due to exposure to contagious disease, the presence of the employee at the workplace would jeopardize the health of others.

(2) Family leave shall be granted to employees who have an immediate family member who is afflicted with a serious medical condition as defined in Family and Medical Leave Act that requires the care and attendance of the employee. For purposes of family *leave*, "immediate family" shall mean the employee's mother, father, spouse, son, daughter, including sons or daughters by birth, lawful adoption, stepchildren, foster children, and those minor children for whom the city employee is acting in loco parentis.

## CURRENT COMBINED LEAVE



CURRENT COMBINED LEAVE



PAID FAMILY & MEDICAL LEAVE



FUTURE COMBINED LEAVE



# *Key Components of* **Balances & Accruals**

New maximum sick leave balance of 60 days

Employees permitted to maintain sick leave balances

Earn 1 sick day per month

Access to donated leave bank





# QUESTIONS

