

General Employee

Benefits are offered to employees working at least 30 hours per week.

Health Insurance - Coverage becomes effective the first day of the month following 30 days of employment. Both you and the city contribute to the overall cost of coverage. Employees, their spouse and dependent children are eligible for coverage. The City Health Clinic is available for employees and their dependents that are covered on the health insurance plan. Depending on the selected health insurance plan clinic services are offered for free or at a significantly reduced rate.

Dental Insurance - Coverage becomes effective the first day of the month following 30 days of employment. Employees, their spouse and dependent children are eligible for coverage.

Life Insurance - The city pays to provide coverage valued at one times your annual salary. Supplemental insurance is available for employees to purchase. Optional coverage for dependents is also available for purchase.

Retirement:

- **NC Local Government Retirement System** - All benefits eligible employees make a mandatory 6% contribution every pay period.

- **Deferred Compensation** – The city contributes an amount equal to 2.5% of the annual salary to either the 401(k) or 457 plans regardless of employee contribution. Employees may choose to contribute additional money to the deferred compensation plans, without a match from the City, within the IRS guidelines.

Paid Leave:

- **Sick Leave** - 12 days accrued each year
- **Annual Leave** - Accrual based on years of service and classification. Employees can earn from 10 to 24 days each year.
- **Holidays** - 11 paid holidays annually

Miscellaneous:

- Tuition reimbursement
- Employee Assistance Program
- UNUM supplemental benefits - employee paid
 - Short Term Disability
 - Critical Illness
 - Cancer Insurance
 - Accident Insurance
 - Whole Life Insurance
- Credit Union membership

Note: The City of Wilmington is on a bi-weekly pay cycle. New employees should expect a delay of approximately 4 weeks in receiving their first paycheck due to a lag in payroll processing time.

****This is intended to be a brief overview of the benefits offered. More detail is available upon request.****

Police – Sworn LEO

Benefits are offered to employees working at least 30 hours per week.

Health Insurance - Coverage becomes effective the first day of the month following 30 days of employment. Both you and the city contribute to the overall cost of coverage. Employees, their spouse and dependent children are eligible for coverage. The City Health Clinic is available for employees and their dependents that are covered on the health insurance plan. Depending on the selected health insurance plan clinic services are offered for free or at a significantly reduced rate.

Dental Insurance - Coverage becomes effective the first day of the month following 30 days of employment. Employees, their spouse and dependent children are eligible for coverage.

Life Insurance - The city pays to provide coverage valued at one times your annual salary. Supplemental insurance is available for employees to purchase. Optional coverage for dependents is also available for purchase.

Sworn Law Enforcement Officers (LEO's) are also provided additional life insurance thru the NC Retirement System. The supplemental life insurance is equal to one times the annual salary, not to exceed \$50,000.

Retirement:

- **NC Local Government Retirement System** - All benefits eligible employees make a mandatory 6% contribution every pay period.
- **Deferred Compensation** – For all employees, the city contributes 2.5% of salary to either the 401(k) or 457 plans regardless of employee contribution. In addition, the City contributes an additional 5% of salary to the LEO 401(k) plan for all Sworn Law Enforcement Officers. Employees may choose to contribute additional money to the deferred compensation plans, without a match from the City, within the IRS guidelines.
- **Social Security benefits** – calculated under *Windfall Elimination Provision*

Paid Leave:

- **Sick Leave** - 12 days accrued each year
- **Annual Leave** - Accrual based on years of service and classification. Employees can earn from 10 to 24 days each year.
- **Holidays** - 11 paid holidays annually

Miscellaneous:

- Tuition reimbursement
- Employee Assistance Program
- UNUM supplemental benefits - employee paid
 - Short Term Disability
 - Critical Illness
 - Cancer Insurance
 - Accident Insurance
 - Whole Life Insurance
- Credit Union membership

Note: The City of Wilmington is on a bi-weekly pay cycle. New employees should expect a delay of approximately 4 weeks in receiving their first paycheck due to a lag in payroll processing time.

****This is intended to be a brief overview of the benefits offered. More detail is available upon request.****

Fire

Benefits are offered to employees working at least 30 hours per week.

Health Insurance - Coverage becomes effective the first day of the month following 30 days of employment. Both you and the city contribute to the overall cost of coverage. Employees, their spouse and dependent children are eligible for coverage. The City Health Clinic is available for employees and their dependents that are covered on the health insurance plan. Depending on the selected health insurance plan clinic services are offered for free or at a significantly reduced rate.

Dental Insurance - Coverage becomes effective the first day of the month following 30 days of employment. Employees, their spouse and dependent children are eligible for coverage.

Life Insurance - The city pays to provide coverage valued at one times your annual salary. Supplemental insurance is available for employees to purchase. Optional coverage for dependents is also available for purchase.

Retirement:

- **NC Local Government Retirement System** - All benefits eligible employees make a mandatory 6% contribution every pay period.
- **Deferred Compensation** – For all employees, the city contributes 2.5% of salary to either the 401(k) or 457 plans regardless of employee contribution and the City contributes an additional 3% of salary to the 457 plan for Public Safety Fire employees. In addition, the City offers to match an employee contribution dollar for dollar up to 3% of the annual salary for Public Safety Fire employees. Employees may choose to contribute additional money to the deferred compensation plans, without a match from the City, within the IRS guidelines.
- **Social Security benefits** – calculated under *Windfall Elimination Provision*

Paid Leave:

- **Sick Leave** - 12 days accrued each year
- **Annual Leave** - Accrual based on years of service and classification. Employees can earn from 10 to 24 days each year.
- **Holidays** - 11 paid holidays annually

Miscellaneous:

- Tuition reimbursement
- Employee Assistance Program
- UNUM supplemental benefits - employee paid
 - Short Term Disability
 - Critical Illness
 - Cancer Insurance
 - Accident Insurance
 - Whole Life Insurance
- Credit Union membership

Note: The City of Wilmington is on a bi-weekly pay cycle. New employees should expect a delay of approximately 4 weeks in receiving their first paycheck due to a lag in payroll processing time.

****This is intended to be a brief overview of the benefits offered. More detail is available upon request.****