

RESOLUTION No. 2024-41

A Resolution to Affirm the City’s Cost Sharing of Contributions to the State of Delaware Family and Medical Leave Insurance Program

Whereas, pursuant to the State of Delaware’s Healthy Delaware Families Act, 19 *Del. C.* §§ 3701, *et seq.*, (the “Act”), the City intends to enroll in the public Family and Medical Leave Insurance Program administered by the State;

Whereas, under the Act, payroll contributions are authorized to finance the payment of benefits available under the Act, and the City will be required, beginning on January 1, 2025, to remit contributions to the Family and Medical Leave Insurance Account Fund (the “Fund”), for which the City is permitted to require its employees to contribute up to half the cost; and

Whereas, the City during its FY 2025 budget process discussed the paid family and medical leave program and determined that it would share the cost of payroll contributions to the Fund, consistent with the Act, so that 0.4% of a City employee’s weekly wages are remitted to the Fund, and the City will contribute the remaining 0.4% of the employee’s weekly wages to the Fund; and

NOW, THEREFORE, BE IT RESOLVED, that the City of New Castle hereby affirms its decision to share the cost of contributions to the Fund equally with City employees so that the City contribution is 0.4% and the employee’s contribution is 0.4% of the employee’s weekly wages.

AND, BE IT FURTHER RESOLVED, that this Resolution shall take effect January 1, 2025.

PASSED this 12th day of November, 2024

Suzanne Souder, City Council President

Nermin Zubaca, Councilperson

Brian Mattaway, Councilperson

Joseph F. Day, III, Councilperson

Andrew Zeltt, Councilperson

Attest:

Courtaney Taylor, City Clerk