



2026 BENEFITS ADDENDUM FIRE EMPLOYEES

A full-time employee is defined as being regularly scheduled to work every week of a calendar year and accumulating 1,950 or more hours per year for the forthcoming twelve-month period and thereafter before the start of each succeeding calendar year.

<u>VACATION</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Per contract, employees are entitled to vacation during the calendar year following their employment anniversary date as follows: • After 1 year – 6 days • After 5 years - 8 days • After 7 years - 9 days • After 15 years - 12 days • After 20 years - 15 days Vacation for employees in their first or transitional years will be earned on a prorated basis.

<u>SICK LEAVE</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Sick leave accrues at a rate of one day per completed month of service with unlimited maximum accumulation.

<u>HOLIDAYS</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Employees are provided holiday pay of 6 days off, or 3 days off and 3 days equivalent pay, or forfeit all 6 days off and receive the equivalent pay. Employees also receive one combination holiday as time off per year. After 25 years of service, they shall receive an additional 8 hours combination holiday.

		The combination holidays is prorated upon hire based on the employee's start date. Full allotment is given January 1, following the year of hire.
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<u>FUNERAL LEAVE</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Up to 2 days off with pay for funeral of certain family members.

<u>RETIREMENT</u>		
City Pays	Employee Pays	Benefit Summary
18.5%	7.2%	The City of Oshkosh currently participates in a retirement plan known as the Wisconsin Retirement System (WRS) which is administered by the Department of Employee Trust Funds (ETF). Subject to the parameters of the program and employee election.

<u>OVERTIME</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Employees eligible for overtime pay may elect to receive compensatory time in lieu of cash payment for overtime at a rate of 1.5 hours of compensatory time for each hour of overtime earned. Overtime worked for special events which must be taken in pay. Compensatory time may accumulate to a maximum of 96 hours.

<u>EMPLOYEE DEVELOPMENT PROGRAM</u>		
City Pays	Employee Pays	Benefit Summary
Up to 75% reimbursement of the cost for tuition up to a maximum of six (6) credits per term/semester up to the IRS regulation annual limit for tax-free tuition reimbursement.	100% up front; eligible for reimbursement of up to 75% of tuition costs.	Financial assistance towards completion of a Certificate Program, an Associate's degree, Bachelor's degree, or Master's degree related to City of Oshkosh employment. Eligible after completion of one year of employment.

<u>READY REBOUND PROGRAM</u>		
City Pays	Employee Pays	Benefit Summary
None	None	Ready Rebound pairs injured employees with the best available

		provider and offers continued support until healing is complete. They also offer guidance for cardiac care, return-to-work clearances, guidance after a health screening, specialist referrals for cardiology or oncology, or help with orthopedic concerns. Services are completely free to employees and family members.
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<u>PUBLIC SERVICE LOAN FORGIVENESS (PSLF) PROGRAM</u>		
City Pays	Employee Pays	Benefit Summary
None	120 loan payments	A Federal government program that forgives the remaining balance on Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer. Sign up on the Federal Student Aid website.

This is a basic summary of benefits and does not include all benefits. This summary of benefits does not constitute an employment agreement between the employer and potential employee and is subject to change.

FOR MORE INFORMATION CONTACT: Human Resources, cityofoshkoshhr@oshkoshwi.gov