



2026 BENEFITS ADDENDUM

NON-REPRESENTED FULL-TIME 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	Vacation allotments are calculated utilizing a five (5) day workweek. • Upon Hire - 10 days (prorated 1st year based on hire date) • After 5 years - 15 days • After 10 years - 20 days • After 18 years - 25 days • After 25 years - 28 days Vacation is prorated upon hire based on the employee's start date. Full allotment is given January 1, following the year of hire.

<u>HOLIDAYS</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Twelve (12) paid holidays each year consisting of eight (8) recognized and four (4) floating holidays. The following are recognized holidays: • New Year's Day • Memorial Day • Independence Day • Labor Day • Thanksgiving Day • Day before Christmas • Christmas Day • Spring Holiday (Friday before Easter) Floating holidays are 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>SICK LEAVE</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Sick hours will accrue at a rate of 1 day per completed month of service, unlimited maximum accumulation.

<u>FUNERAL LEAVE</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Up to 3 days off with pay for funeral of certain family members.

<u>RETIREMENT</u>		
City Pays	Employee Pays	Benefit Summary
7.2% (designated by the fund)	7.2% (designated by the fund)	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>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>SHIFT DIFFERENTIAL</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Non-exempt employees who are assigned to work between the hours of 6:00 p.m. and 6:00 a.m. will be paid a fifty-cent (\$.50) per hour premium. Shift differential does not apply to overtime hours worked.

<u>OVERTIME</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Employees eligible for overtime pay may 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, up to the statutory limit. Compensatory time accumulates on a calendar year basis. Balances not used by the first week in December are paid out on the last check in December. In addition to Holiday Pay, non-exempt employees who are required to work on a recognized holiday shall receive two (2) times their hourly rate of pay for hours worked.

<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.

<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.

<u>OTHER REIMBURSEMENTS</u>		
City Pays	Employee Pays	Benefit Summary
If required for position: - Safety Toed Shoes: up to \$100 per year -Prescription Safety Glasses: up to \$200 per year -CDL License Renewal Fee: up to \$74	None	The City will reimburse qualifying employees for the cost of required safety equipment and required CDL renewal.

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