



2026 BENEFITS ADDENDUM

NON-REPRESENTED PART-TIME EMPLOYEES

Regular part-time is defined as regularly scheduled to work every week of a calendar year and accumulating 1,200 or more hours per year. This is the minimum standard for part-time benefit eligibility.

<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 FTE and 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 prorated based on the employee's FTE and start date. Full allotment is given January 1, following the year of hire.

<u>SICK LEAVE</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Sick hours will accrue at a rate of .0462 per hour in pay status (excluding overtime) not to exceed 90.00 hours in a year, 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, prorated based on FTE.

<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>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.

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