



2026 BENEFITS ADDENDUM

POLICE 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 – 80 hours • After 5 years - 120 hours • After 10 years - 160 hours • After 18 years - 200 hours • After 25 years - 224 hours Vacation for employees in their first, fifth, tenth and eighteenth years of service 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 eight hours per completed month of service with unlimited maximum accumulation.

<u>HOLIDAYS</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Twelve (12) paid holidays each year, granted as 96 hours off in lieu of the calendar holidays. The following are recognized holidays: • New Year's Day • Spring Holiday (Friday before Easter) • Memorial Day • Independence Day

		• Labor Day • Thanksgiving Day • Christmas Eve • Christmas Day 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>FUNERAL LEAVE</u>		
City Pays	Employee Pays	Benefit Summary
100%	None	Up to 24 hours off with pay for funeral of certain family members.

<u>RETIREMENT</u>		
City Pays	Employee Pays	Benefit Summary
14.7%	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, up to the statutory limit. This does not apply to overtime earned for special events. Compensatory time may accumulate to a maximum of 160 hours. Up to 80 hours may be carried forward from year to year.

<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.
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<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.

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