

City of Gresham, Oregon – City Benefits Overview

Medical

The City of Gresham offers employees two choices for medical coverage. The Kaiser plan does not include coverage for services outside of the Kaiser network. The UMR plan provides coverage for any licensed medical provider, but in-network providers offer the highest level of benefits and lower out-of-pocket costs.

Dental

City of Gresham offers employees a choice of three dental plans. The Willamette Dental plan does not include coverage for services outside of the Willamette Dental network. The Delta Dental/Moda plan provides coverage for any licensed dental provider, but in-network providers offer the highest level of benefits which means your annual maximum benefit goes further. The Kaiser plan does not include coverage for services outside of the Kaiser network.

Life and AD&D

City of Gresham provides Basic Life and Accidental Death and Dismemberment (AD&D) benefits to eligible employees through Standard Insurance.

Voluntary Life

In addition to the employer paid Basic Life and AD&D coverage, you have the option to purchase additional voluntary life insurance to cover any gaps in your existing coverage.

Long Term Disability

City of Gresham provides long-term income protection through Standard Insurance Company in the event you become unable to work due to a non-work-related illness or injury. This benefit covers 60% of your monthly base salary up to \$7,000. Benefit payments begin after 90 days of disability.

Aflac Supplemental Insurance

City of Gresham offers employee-paid, voluntary supplemental insurance for accident, cancer/disease, short term disability or hospital confinement indemnity

Employee Assistance Program

Your Employee Assistance Program (EAP) is a problem-solving resource available to you and your household members.

FSA Plan

If you elect to participate in the FSA, you can set aside PRE-TAX dollars each plan year for health care and dependent care expenses that you would otherwise pay for with post-tax dollars. FSA contributions are exempt from federal taxes and Social Security taxes (FICA).

HRA VEBA

The City agrees to contribute an equivalent to 1.50% of the top step of base monthly salary associated with salary grade G19 to HRA/VEBA to be used by an employee, at their option, for either pre- or post-retirement eligible expenses. The City agrees to contribute an additional \$300 per year, payable at \$25.00 per month, to the HRA/VEBA account for those employees enrolled in the City's Core Medical Plan.

Voya 457(b) supplemental retirement plan

Supplemental retirement plan providing employees the ability to save for retirement.

Legal Shield

Legal Shield offers legal service to City of Gresham for a monthly fee. Services are provided by a law firm screened and selected by Legal Shield.

Travel Assistance

Travel Assistance is a free service for City employees covered by the City's Group Life Insurance Policy through The Standard.

Teladoc

Teladoc is a free virtual healthcare service for the City of Gresham employees covered by the Base or Core medical plans.

Liberty Mutual Insurance

Liberty Mutual offers discounted auto, home, and renter's insurance to City employees and retirees.

PTO

Employment Months	Total Monthly Accrual	Annual Accrual	Maximum Accrual
1 – 48 months	14.66 hours	22 days	44 days
49-120 months	18.00 hours	27 days	54 days
121-180 months	22.00 hours	33 days	66 days
181-240 months	23.33 hours	35 days	70 days
241+ months	24.66 hours	37 days	74 days

Holidays:

New Year's Day	Fourth of July
Martin Luther King Jr. Day	Labor Day
President's Day	Veterans Day
Memorial Day	Thanksgiving
Juneteenth (June 19)	Christmas Day

Floating Holidays:

Hired January – March	4 days
Hired April – June	3 days
Hired July – September	2 days
Hired October – December	0 days