



City of Grants Pass Summary of Benefits 2026

City of Grants Pass

Health Insurance

The City provides a full family healthcare package that includes medical, prescription, vision, and dental insurance. Full family coverage includes spouse, registered domestic partner or same sex domestic partner and children up to age 26.

Most employees are currently provided two options for health insurance and may elect to have their portion of the health insurance premium deduction taken out of their paycheck on a pre-tax basis. Employee rates for 2026 for health and dental coverage range from \$185 to \$194 per month depending on the coverage selected.

In addition to health coverage, the City contributes \$234 per month to a Health Reimbursement Account (HRA/VEBA) on the employee's behalf.

Dental Insurance:

The City provides two carriers for dental coverage, PacificSource with two options available. PacificSource Dental allows employees to select any dentist covered by PacificSource.

Retirement

The City participates in the Public Employees Retirement System (PERS). An employee is eligible for PERS after six months of service (unless the employee is already a PERS member, then contributions are immediate). The employee's contribution of 6% is paid by the City under each collective bargaining agreement and the personnel rules at this time.

Oregon Public Service Retirement Plan (OPSRP)

An employee who is new to Oregon public service and was hired on or after August 29, 2003, becomes an OPSRP Pension Program member if the employee works six full calendar months in a qualifying position for an OPSRP-Participating employer. The six-month waiting period cannot be interrupted by more than 30 consecutive working days and must be served with the same employer.

Life Insurance

The City provides life insurance to all full-time employees at one time their annual salary. An employee can voluntarily choose to purchase additional life insurance, spousal life and/or dependent life.

Accidental Death and Dismemberment

The City provides accidental death and dismemberment insurance to all full-time employees at one time their annual salary.

Long Term Disability

The City provides benefits at the rate of 60% of salary with a maximum monthly benefit of \$9,000 and a maximum covered salary of \$15,000 per month. This benefit has a 90-day elimination period.

Flexible Spending/125 Program

Employees may elect to set aside monies pre-tax for out of pocket medical (maximum deferral \$3,400) and/or dependent care (maximum deferral \$5,000) expenses.

FICA and Medicare

The City participates in Social Security and pays the employer's portion of FICA and Medicare for each employee.

Deferred Compensation Program

Deferred compensation is a voluntary program which allows employees to designate a dollar amount or percentage of their pay for pre-tax retirement savings. These funds are deducted from an employee's check after FICA taxes, but before state and federal taxes, are applied. These funds are held state and federal tax free until the employee begins to withdraw funds. An employee is eligible to withdraw funds upon separation of service. The City provides four different carriers from which the employee can select. Employees may defer a maximum of \$24,500 in 2026, with "catch-up" provisions that apply to those employees nearing retirement.

Worker's Compensation

Approved on-the-job injuries are paid at approximately 66 2/3% of regular salary upon acceptance of the claim. The difference between employee's normal net and worker's compensation claim is paid by the City under the terms and conditions set forth in Administrative Policy 5-1 and the applicable collective bargaining agreement.

Holiday/Holiday Compensation

Management, supervisors, non-represented, and Grants Pass Employee Association employees receive 10 paid holidays per year. Police personnel receive a holiday compensation bank of 48 hours each July 1 and January 1. Fire represented personnel receive a holiday compensation bank of 132 hours (56-hour schedule) each July 1 based on the prior years' service.

Personal Holiday:

Grants Pass Employee Association and Confidential-Classified employees receive 2 personal use-it or lose-it holidays per year, pro-rated based on the total months of service for the prior calendar year. Management and supervisory employees receive 1 personal use-it or lose-it holiday per year.

Vacation

Vacation accrual is provided to each regular full-time and regular part-time employee based upon their job classification, labor group, and scheduled workweek. Accruals and their availability for use are determined by a collective bargaining agreement or Personnel Rules, Regulations and Policies.

Sick Leave

Sick leave accrual is provided to each regular full-time and regular part-time employee based upon their scheduled work week. Sick leave accrual is available for use immediately. Full-time employees working a 40-hour schedule receive 96 hours per year, which accrues at 3.69 hours per pay period. Fire personnel on a 56-hour schedule receive 156 hours per year, which accrues at 6 hours per pay period.

Emergency Leave

Emergency leave is provided to employees to attend the funeral of an immediate family member, or to visit a member of your immediate family whose illness may result in death. Firefighters may take a 24-hour shift and all other employees may take up to 24 hours or 3 days

emergency leave days per calendar year. Sick leave and/or vacation may also be utilized with approval.

Employee Assistance Program

The EAP provides an employee and the employee's dependents up to four confidential visits per issue during a year at no cost. Visits may be for counseling, assessment or referral help in dealing with the various stresses in life.

Fitness Reimbursement Policy

Full-time employees are eligible for a \$40 per month individual reimbursement towards monthly membership dues to a health/fitness facility upon proof of payment and attendance. Reimbursement is processed on a quarterly basis through payroll. Regular part-time employees are eligible for a pro-rated reimbursement.

Educational Reimbursement Policy

A portion of the registration and fee costs associated with educational courses taken at an accredited institution and related to a regular full-time employee's job will be reimbursed upon successful (Grade C or better) completion of the class. All employees who have completed their trial service period are eligible for this benefit. This program is dependent on budget availability and limitation of the program.

Direct Deposit

Employees may voluntarily elect to have their paycheck electronically deposited in their bank(s) of choice.

All employees, excluding those classified as management and therefore "at will", are required to serve a trial service period. Most positions require the incumbent serve a 12-month trial service period. Uncertified Police Officers and Dispatchers will be required to serve an 18-month trial service period. Some benefits identified in this summary become available upon satisfactory completion of said period.

Collective Bargaining Agreements are located at:
<https://www.grantspassoregon.gov/184/Human-Resources>