



Police Officer Compensation and Benefits

The City of Gresham is committed to providing a highly competitive compensation package to recruit, train, and retain the best employees possible.

Hiring Bonuses

- \$6,000 for lateral hires
- Referral bonus: \$1,000 once the referral has been sworn in

Gresham Police Officer Benefits

- Medical, dental, vision and life insurance
- Accidental death and dismemberment insurance
- City-paid Public Employees Retirement System (PERS), including the 6% employee contribution
- Long-term disability insurance
- Employee assistance program
- Health reimbursement account
- Flexible spending account
- Deferred compensation
- Uniforms, uniform cleaning, weapon, vest, and other equipment provided
- 40 hours work week divided into four 10-hour shifts
- Ample overtime opportunities
- Educational reimbursements up to \$5,000 per year

In addition to these benefits, the Gresham Police Department emphasizes professional development through extensive advanced training. This includes the ability to become an instructor in numerous disciplines (see Specialty Assignments below).

The Gresham Police Department is in the process of implementing a take-home car program.

Gresham Police Officers are represented by the Gresham Police Officers Association.

Paid Time Off (PTO)

Sworn members of Gresham Police enjoy a generous Paid Time Off package. An entry-level Police Officer earns 21.33 hours of PTO each month, or 6.4 weeks per year. A senior level Police Officer earns 31.42 hours of PTO per month, or 9.4 weeks per year. Below is the scale used to calculate monthly PTO accrual.

The information in this is a summary of the benefits of the Gresham Police Department, refer to the Gresham Police Policies and the collective bargaining agreement between the Gresham Police Officers Association and the City of Gresham for additional limitations and details.



A newly hired lateral Police Officer will be placed on this PTO accrual scale based on total years of previous law enforcement experience.

Months of Service	PTO Monthly Accrual (Hours)	PTO Annual Accrual (Hours)	Equivalent in Weeks of Annual PTO
0-71	21.33	255.96	6.4
72-131	24.67	296.04	7.4
132-191	28.67	344.04	8.6
192-251	30	360	9
252 or more	31.42	377.04	9.4

Salary

In addition to a competitive salary, Gresham Police Officers earn incentive pay for various assignments Below is the monthly pay scale for sworn Officers. This does not include incentive pay.

Starting July 1, 2023			Starting July 1, 2024		
Pay Step	Monthly Salary	Annual	Pay Step	Monthly Salary	Annual
2	\$6,265	\$75,180	2	\$6,515	\$78,180
3	\$6,570	\$78,840	3	\$6,832	\$81,984
4	\$6,908	\$82,896	4	\$7,185	\$86,220
5	\$7,250	\$87,000	5	\$7,540	\$90,480
6	\$7,613	\$91,356	6	\$7,918	\$95,016
7	\$7,999	\$95,988	7	\$8,318	\$99,816

Incentive Pay

Certification and Other Incentive Pay

Certification	Pay
DPSST Police Officer Intermediate	6% over regular base pay
DPSST Police Officer Advanced	5% over regular base pay
Bachelor’s Degree	2% over regular base pay
Longevity Pay (84 months)	2% over regular base pay
Longevity (168 months)	1% over regular base pay
Shift Differential	4% over regular base pay
Mental Health First Aid	1% over regular base pay

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Specialty Assignment Pay

Assignment	Pay
Field Training Officer	10% over regular base pay when assigned to train another employee
K-9 Officer	10% of regular base pay in consideration of the time spent for K-9 program maintenance
Motorcycle Pay	5% over regular base pay
SWAT Tactical Team/Safety Officer	5% over regular base pay
Bomb Technician	5% over regular base pay
Hazardous Materials Response Team	5% over regular base pay
Crisis Negotiator	5% over regular base pay
Detective Pay (Career Development)	4% over regular base pay
Detective Pay (Long Term)	6% over regular base pay
Instructor Pay	5% over regular base pay while instructing
Translator Pay	5% over regular base pay
Comfort K-9 Handler	2% over regular base pay
Unmanned Aircraft Systems	3% over regular base pay
School Resource Officer	2% over regular base pay
Services Coordination Team	2% over regular base pay
Vehicle Crimes Team	3% over regular base pay
Public Information Officer	2% over regular base pay
Neighborhood Response Team	2% over regular base pay
Rapid Response Team	2% over regular base pay

*Specialty Assignment pay is capped at 14%

Salary Progression

Entry Level Police Officer

A new Police Officer shall be hired at Step 2 of the salary schedule and shall be eligible to advance to Step 3 upon a satisfactory performance evaluation and 12 months of service.

In-State or Out-Of-State Lateral Police Officer

A new Police Officer (verified or certifiable) with police experience in Oregon or another state and hired under the criteria of the City's lateral entry program shall be credited one pay step for each completed

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year of previous full-time, paid experience as a sworn officer, up to a maximum starting pay of Step 6 of the police officer salary range.

An employee will be eligible to advance one step after successful completion of probation (12 months from date of hire).

Salary Examples

Officer Jones has been with the Gresham Police Department for 8 years. Officer Jones was an in-state lateral hire with 4 years prior experience. Officer Jones has an Intermediate DPSST certificate and an Advance DPSST Certificate. Officer Jones has a Bachelor's Degree and Mental Health First Aid Training. Officer Jones is assigned to patrol. Officer Jones is also on the Crisis Negotiation Team. Officer X's salary is calculated:

Monthly Salary (top step) - \$8,318

DPSST Intermediate Certificate - 6% of \$8,318 = \$499.08

DPSST Advance Certificate – 5% of \$8,318 = \$415.90

Bachelor's Degree – 2% of \$8,318 = \$166.36

Mental Health First Aid Training – 1% of \$8,318 = \$83.18

Crisis Negotiation Team – 5% of \$8,318 = \$415.90

\$9,898.42 Monthly Salary

- The average salary for a **3 year** Officer at Gresham Police Department (including overtime): \$98,376/year
- The average salary for a **5 year** Officer at Gresham Police Department (including overtime): \$113,424/year
- The average salary for a **10 year** Officer at Gresham Police Department (including overtime): \$138,480/year

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Specialty Assignments

Gresham Police Officers enjoy the ability to diversify their career path through participation in numerous specialty assignments within the Police Department.

Part-Time Assignments

In addition to an Officer's regularly schedule duties, Officers may join the following assignments:

- Vehicle Crimes Team
- Public Information Officer (Part Time)
- Peer Support
- SWAT
- Crisis Negotiation Team
- Unmanned Aircraft Systems
- Comfort Dog Handler
- Bomb Technician
- Rapid Response Team
- Recruiting
- Field Training Officer
- Honor Guard

Full-Time Assignments

Officers have the opportunity to join the following assignments:

- Neighborhood Enforcement Team
- Traffic Unit
- Behavioral Health Team (Mental Health Services)
- Training Officer
- K-9 Team
- Public Information Officer (Full Time)
- Detective – Career Development
- Detective – Long Term
- Regional Computer Forensics Laboratory (Detective Assignment)
- Special Investigations Unit (Detective Assignment)
- Safe Streets Taskforce (Detective Assignment)

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Training Instructor Disciplines

Officers can become instructors in the following disciplines:

- Survival Skills (Defensive Tactics/Patrol Tactics/Use of Force)
- Police Vehicle Operation
- Firearms
- First Aid

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