

OCTA has a competitive, total compensation package. Employees are paid every other Friday, twenty-six (26) times a year. Benefits are extensive for both full-time and part-time employees. Medical, dental, and vision coverage begins between 30 to 90 days from date of hire depending upon employee group. Coverage includes the following:

## HEALTH AND WELFARE BENEFITS

- **Medical** –
  - **For Administrative Employees and Transportation Communications International Union Represented Employees (TCU):** A choice of one medical coverage between two different Health Maintenance Organizations (HMO) or one Open Access Plus plan (OAP).
- **Dental** –
  - **For Administrative and TCU Employees:** A choice between two dental insurance plans: One PPO plan or non-PPO Provider at 80-20 coverage, the other plan is a Dental Maintenance Organization (DMO).
- **Vision** –
  - **For Administrative and TCU Employees:** A choice between two plans dependent upon medical insurance enrollment.
- **Life Insurance / Accidental Death and Dismemberment:** Offered in varied competitive amounts based upon employee group.
- **Supplemental Insurance** - Plans are available to all employees.
- **Disability Plans** – Available based upon employee group.
- **Flexible Spending Accounts** – Available for Dependent Care and Medical Expenses.
- **Long Term Care** – Optional program available to all employees.
- **Military Leave** – An Administrative employee on mandatory leave of absence for training with US military forces will receive differential pay.
- **Bereavement Leave** – Employees receive up to 3 days of bereavement leave to arrange for and/or attend the funeral of an immediate family member. If the funeral is outside a 350-mile radius, the leave may be granted for up to 5 days.
- **Family Medical Leave** – Eligible employees may take up to 12 weeks of covered leave per 12 month period for medical leaves as defined by the Act.

## RETIREMENT

- **Retirement Benefits** – Pension benefits under the Orange County Employees Retirement System (OCERS).
- **Deferred Compensation** – 457 plan is available to all employees. Matching 401(a) funds may be available based upon years of service and employee group.

## ADDITIONAL OCTA BENEFITS

- **Paid Time Off** – Administrative employees receive 11 paid Holidays, some of which are Personal Paid Holidays (PPH), 9 Sick Leave days, two-week vacations after one year, and three weeks of vacation after three years of employment. Coach Operators and Maintenance employees who are represented by a union receive Holiday, Sick, and Vacation benefits in accordance with their Collective Bargaining Agreement (CBA).
- **Workplace Flexibility** – A variety of flexible work schedules available.
- **Credit Union** – Eligible to join Orange County's Credit Union.
- **Bus Passes** – Available for employees and eligible dependents at no charge.
- **OCTA Commuter Club** – Offers special events and a variety of incentives for all employees who rideshare.
- **Educational Reimbursement** – Up to \$2,000 per year for full-time employees.
- **Employee Assistance Program** – Available to all employees.
- **Health & Wellness Programs** – OCTA Health Fairs are an opportunity to learn about healthcare benefits and health trends, the Shoes & Wheels program is an incentive program where points are earned for exercise, the Fit for Life Fitness Centers are located at each base with a one-time fee for key access, and the Weight Loss & Smoking Cessation Reimbursement Program is offered where prior review and approval is required.
- **Computer Purchase Reimbursement Program** – Partial reimbursement for Administrative, Maintenance, and TCU employees.

All benefits and terms listed are subject to change based on future modifications that may be made to the Personnel & Salary Resolution and OCTA policies.