

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 Coach Operators:** A choice of medical coverage between two different HMO's or one Preferred Provider Organization (PPO).
 - **For Maintenance Employees:** A choice between three HMO's or one PPO.
- **Dental –**
 - **For Coach Operators:** A choice of one DMO or one PPO.
 - **For Maintenance Employees:** A choice between two DMO's or one PPO.
- **Vision –**
 - **For Coach Operators:** Vision coverage is available.
 - **For Maintenance 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), nine Sick Leave days, two weeks of vacation 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.