

COUNTY OF ORANGE – COMPARISON OF BENEFITS

	Elected Officials	Executive Managers	Administrative Managers (OCMA), Law Enforcement Managers, & Board Executive Assistants	General Employees
Health Plan	County contributes 100% of the health plan premium.	For full-time employees, the County contributes 95% of the health plan premium and 75% for employees enrolled with covered dependents.	For full-time employees, the County contributes 95% of the health plan premium and 75% for employees enrolled with covered dependents.	For full-time employees, the County contributes 95% of the health plan premium and 75% for employees enrolled with covered dependents.
Dependent Care Reimbursement Acct	Employee participation is voluntary	Employee participation is voluntary	Employee participation is voluntary	Employee participation is voluntary
Health Care Reimbursement Acct	Employee participation is voluntary	Employee participation is voluntary	Employee participation is voluntary	Employee participation is voluntary
457 Defined Contribution Plan	Employee participation is voluntary	Employee participation is voluntary	Employee participation is voluntary	Employee participation is voluntary
Employee Assistance Program	Provided by County.	Provided by County.	Provided by County.	Provided by County.
Supplemental Benefits				County contributes per the labor organization Memorandum of Understanding a defined amount per hour or pay period for each employee to a Union Trust Fund for supplemental benefits such as Disability insurance, Life insurance and Dental. The Supplemental benefits are determined by the labor organizations. For example, the County contributes \$.30 per hour to the Union Trust Fund for employees represented by Orange County Employees Association.
Accidental Death & Dismemberment	County paid Basic Coverage of \$125,000; Employee may purchase additional voluntary coverage.	County paid Basic Coverage of \$125,000; Employee may purchase additional voluntary coverage.	County paid Basic Coverage of \$100,000; Employee may purchase additional voluntary coverage.	
Dental	County Paid	County Paid	County Paid	
Life	County paid Basic Coverage of \$125,000; may purchase additional voluntary coverage.	County paid Basic Coverage of \$125,000; may purchase additional voluntary coverage.	County paid Basic Coverage of \$100,000; may purchase additional voluntary coverage.	
Optional Benefit Plan	\$4,500 (pro-rated if hire is mid year) - may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, OBP Professional Reimbursement, Voluntary AD&D cost, and/or 457 Defined Contribution Plan.	\$4,500 (pro-rated if hire or promotion is mid year) - may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, OBP Professional Reimbursement, Voluntary AD&D cost, and/or 457 Defined Contribution Plan.	\$3,500 (pro-rated if hire or promotion is mid year) - may elect a taxable cash lump sum, OBP Health Care Reimbursement Account, OBP Professional Reimbursement, Voluntary AD&D cost, and/or 457 Defined Contribution Plan.	
Short & Long Term Disability	None	County Paid – Provides coverage for 60% of salary for approved applications.	County Paid – Provides coverage for 60% of salary for approved applications.	

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401a	County contributes 8% of bi-weekly salary.	County contributes 4-6% of bi-weekly salary.	Most do not receive this benefit, however some receive 3% of bi-weekly salary from grandfathered benefits	None
Auto Allowance	Monthly allowance of \$765 (taxable). Certain designated Elected Officials have the option of a County provided car in lieu of allowance.	Monthly allowance of \$765 (taxable) for at-will Executives.	None	None
Educational & Professional Reimbursement	Up to \$3,000 per fiscal year.	Up to \$3,000 per fiscal year.	Up to \$,3000 per fiscal year	Up to \$3,000 per fiscal year
Annual Leave Payout	None	Paid in either two (2) separate increments of 85 hours each or one (1) increment up to 170 hours.	Paid in either two (2) separate increments of 45 hours each or one (1) increment up to 90 hours.	Varies by bargaining unit. Paid in either two (2) separate increments of ranging from 20 - 40 hours each or one (1) increment ranging up to a maximum 40-80 hours.
Overtime	None	None	None	Eligible for overtime based upon hours paid as per the labor organization Memorandum of Understanding
Merit Increase	None	None	For OCMA only, Pay-for Performance – From 2-5% for exceeds and exceptional performance only	5 ½ to 11 % until top step of salary scale is reached.
Special Pay	None	None	Some eligible for special pay such as bilingual, police chiefs premium, etc.	As per the labor organization Memorandum of Understanding, Special pay such as bilingual, shift differential, on-call, call back, licensure, retention, special assignment, etc.
Other Leave				Approximately 41 hours/year in non-cashable leave for PIP

Note: General Employees based upon Orange County Employees Association which represents approximately 12,000 employees