

| Orange County

Your Benefits at a Glance



Check out the
benefits OCG offers
with employment

**Health
Wellness &
Financial**





Orange County Government (OCG) offers you an array of employee benefit options and a comprehensive wellness program – myOCWellness – where you and your spouse can earn rewards based on your level of active engagement in your own wellbeing. You may voluntarily participate in Medical, Dental, Vision, Life and Disability benefits for yourself and family members as appropriate. Eligibility for yourself and your family begins on the first day of employment. The value of your benefits can add at least 25-45 percent to your total compensation.

HEALTH BENEFITS



Medical

Orange County offers two medical plans—OrangePrime and the OrangePrime Plus (HSA) plans administered by Cigna; both plans are Open Access plans with in and out of network benefits. The County subsidizes up to 90% of the bi-weekly premium. [Learn more...](#)

Dental

Orange County offers three dental plans through Cigna for you to choose from. [Learn more...](#)

Vision

Orange County offers this benefit through MetLife. The plan covers routine eye examinations, corrective lenses, frames, and contact lenses. [Learn more...](#)

Life Insurance

Orange County offers this benefit with Accidental Death and Dismemberment (AD&D) through The Standard. There are four options: Basic Employee Life insurance paid by County – one times base salary; Employee Supplemental Life Insurance - up to five times their annual base pay, but not to exceed \$300,000; Spouse Life insurance; and Child Life (no AD&D). [Learn more...](#)

Disability Insurance

Orange County offers this benefit through The Standard. There are two options:

Long Term Disability – paid by County – 60% of pre-disability income up to a monthly maximum of \$10,000.

Short-Term Disability – 60% of pre-disability income up to a weekly maximum of \$2,500.

Spending Accounts

The County offers four Flexible Spending Accounts:

Health Savings Account (HSA) – required coverage under OrangePrime Plus Plan. The County contributes \$750 or \$1,250 to the HSA for employee and employee plus respectively.

Medical Flexible Spending Account (MFSA) – pays for qualified medical / dental / vision expenses for eligible employees and dependents;

Limited Purpose Flexible Spending Account (LPFSA) – designed to work with a HDHP and pays for qualified dental and vision expenses for eligible employees and dependents;

Dependent Care Flexible Spending Account (DC-FSA) – pays for child care or adult dependent care expenses for eligible dependents.

Employee Assistance Program (EAP)

Orange County offers a \$0 Employee Assistance Program through ComPsych; it is designed to meet the needs of you and your family members (in the home).

[Learn more...](#)



Florida Retirement System (FRS)

Orange County participates in the Florida Retirement System pension or investment plans for benefit eligible employees. You are required to contribute 3% of their bi-weekly income and the County contributes a significant contribution towards your retirement. [Learn more](#)

Leave and Holidays

You enjoy 12 paid holidays each year; 18 Personal days and 6 Term (Sick) days. Additionally, you are entitled to Bereavement leave (up to 40 hours of paid leave for regular employees); Military leave (up to 240 hours each calendar year for reserve training); Jury duty (paid time off).

Deferred Compensation - 457(b) Plan

Orange County offers a Deferred Compensation 457(b) Plan through Vanguard that provides an excellent way for you to invest for retirement in addition to retirement benefits under the Florida Retirement System (FRS) while reducing your federal tax liability.

Educational Assistance

The County offers financial assistance if you continue your formal academic education in areas that shall enhance their contribution to County service. The maximum assistance offered is \$2,500 and \$1,250 per fiscal year for full-time and part-time employees respectively.

Public Service Loan Forgiveness Program (PSLF)

This Federal program provides professionals with federal student loan debt relief by working full-time in public service. Your employment with Orange County government counts towards your PSLF. For more information or to apply, visit <https://studentaid.gov>.

WELLNESS BENEFITS



myOCWellness

Orange County offers a comprehensive points-driven wellbeing incentive program that covers the dimensions of wellness that keeps your health at the forefront. You and your spouse earn points throughout the Fiscal Year by completing annual exams, age-appropriate screenings, education and other health-related tasks. [Learn more...](#)

THRIVE Diabetes Care Program

Through our partnership with AdventHealth, Thrive gives employees with diabetes a chance to learn, find better care options and change their lifestyle habits, offering support like quarterly appointments, progress tracking, annual eye exams, one-on-one consultations and lifestyle modifications. [Learn more...](#)

Choose One Cardiovascular Program

Choose One is an interactive health improvement program designed by a team of experts at Orlando Health for local employers. Choose One emphasizes changes in activity, nutrition and lifestyle behaviors. [Learn more...](#)

OCMindMatters

Orange County offers an emotional and mental health support portal called OC MINDMATTERS. Its goal is to build resilience and most importantly, support each other through our individual journeys towards optimal mental health. We are in this together. [Learn more...](#)

Gym Membership

Wellworks

Facilities are unstaffed fitness centers that are only eligible to Orange County Employees – M-F 5am-8pm.

Orange County Recreation and Senior Centers

You, spouses and dependents are eligible to use the Orange County Recreation Centers and/or the Orange County Parks & Recreation Senior Centers (must be 55 years or older) for free!

Active & Fit

Through our medical insurance provider our members can choose one or more gym memberships and get access to videos on demand, unlimited lifestyle coaching and more for just \$25/month.

Countywide Wellness Events

- Wellness Expo
- Financial Wellness Workshops
- IOA Corp 5K
- Onsite Flu Shot Clinics
- Blood Donation Drives
- Onsite Mobile Mammography

Questions?

myOCHR

407-836-5661

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Disclaimer:

Benefits may vary for employees under collective bargaining agreements, please refer to agreement for details.

FINANCIAL INCENTIVES



Sign-on

Sign-on monetary incentives of \$1,000 are available for eligible applicants hired to fill critical or difficult to fill positions. \$500 will be paid on the first full pay period after orientation and another \$500 after successful completion of the probationary period.

Referral

A current employee in a full-time position can receive a \$400 monetary incentive for referring an applicant for County employment, who is subsequently hired into a full-time position. The employee will receive \$200 after the applicant is hired and an additional \$200 when the new employee successfully completes the probationary period.

Longevity

Full-time employees who are not covered under a collective bargaining unit agreement will be eligible for an annual longevity monetary incentive for consecutive years of service starting at three years of service.