CAREER BENEFITS
at the OC Health Care Agency

The OC Health Care Agency (HCA), one of the 22 departments at the County of Orange, is charged with protecting and promoting individual, family, and community health and safety through a variety of services: Behavioral Health, Correctional Health, Public Health and Specialized Medical Services.

The County of Orange (County) offers a comprehensive benefits package including health insurance, retirement plans, paid leave, wellness programs, and professional development opportunities.

Scan Here for Job Opportunities

PPO AND HMO HEALTH PLAN OPTIONS

OCERS DEFINED BENEFIT PENSION (RETIREMENT) PLAN

DEFINED CONTRIBUTION PROGRAM
The County will match 100% of your biweekly contributions to the 457(b) plan, up to 2% of your base salary per pay period.

HEALTH REIMBURSEMENT ARRANGEMENT (HRA)
The County contributes biweekly to a HRA account that can be used to offset medical expenses when you retire.

EDUCATION AND PROFESSIONAL REIMBURSEMENT PROGRAM (EPRP)
Up to $10,000 annually in qualified expenses, including schooling, conferences, and professional memberships. The County's University Partnership (UPP) partners with over 20 universities offering 10-25% discounts on certificate and degree programs. The County also has internal professional development programs including 3,000 on-demand courses and curated learning series.

PAID LEAVE AND HOLIDAYS
Employees begin accruing paid vacation and healthcare leave on their first day of employment and receive 12 paid holidays annually. Additionally, employees may use up to 40 hours of healthcare leave each year for personal business purposes.

EMPLOYEES ENJOY FREE PARKING AT 18 OC PARKS AND BEACHES

FLEXIBLE SCHEDULES
Certain positions offer flexible schedules including 9/80 workweeks.

RIDESHARE PROGRAM
with incentives to improve commuting options.

EMPLOYEE WELLNESS AND EMPLOYEE ASSISTANCE PROGRAM
- Participation in the County wellness program can increase the County's contribution toward health premiums.
- Dedicated wellness and behavioral health counseling, wellness challenges, and a discount program.
- Financial planning, wellness seminars, and wellness resources to support long-term employee well-being.

LEARN MORE ABOUT EMPLOYEE BENEFITS AND ADDITIONAL PERKS:

Orange County Employee Benefits
https://hrs.oc.gov/employeebenefits

Orange County Employees Retirement System (OCERS)
https://www.ocers.org/

Orange County Employees Association (OCEA)
https://ocea.org/

HUMAN RESOURCE SERVICES

OC health CARE AGENCY