

# Employee Benefits Package

*OCO's mission is to build partnerships that improve the quality of life and create successful communities. This purpose guides not only our work with community and consumers, but with our employees as well. Employees are our most important asset and our benefits package is designed to provide peace of mind which in turn improves the quality of life for you and your family.*

## **BENEFITS AVAILABLE TO ALL STAFF**

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No matter what your job appointment is, all employees can take advantage of these convenient benefits.

### **Deferred Annuity Plan**

OCO offers a 403b Deferred Annuity Retirement Plan. All employees, regardless of status, can contribute to the retirement plan.

### **Employee Assistance Program**

When you're having difficulties in your life that cause stress and problems at home or work, this confidential free service can help.

### **Employee Wellness Program**

Enhance your life through wellness. OCO's programs provide you with a variety of ways to be the best you can be.

### **Discount Program**

As an OCO employee, you have access to discounts for cell phone service, BJ's memberships, amusement parks, social outings, recreational outings and more!

## **BENEFITS AVAILABLE TO STAFF WITH A STATUS OF 20 TO 40 HOURS/WEEK**

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### **Term Life Insurance**

Affordable group rates and up to \$100,000 guarantee issue for benefits-eligible part-time and full-time staff. Coverage can also be purchased for spouse and dependents.

### **Deferred Annuity Plan**

OCO offers a 403b Deferred Annuity Retirement Plan. All employees, regardless of status, can contribute to the retirement plan. After two years, providing the employee has worked 1000 hours in each of those years, OCO matches your contribution up to 5% of your earnings.

### **Paid Leave**

OCO provides paid leave time for eligible staff to take time off throughout the year.

#### Part-time employees receive:

- 1 week of sick time per year
- Holiday pay on scheduled work days
- PTO based on status hours
- Four hours of cancer screening leave

## **BENEFITS AVAILABLE TO STAFF WITH A STATUS OF 30 TO 40 HOURS/WEEK, 40 OR MORE WEEKS PER YEAR**

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In addition to the benefits listed to the left, staff working 30 to 40 hours per week are also eligible for the following:

### **Health Insurance**

OCO's health plan provides eligible staff with extensive health coverage.

### **Dental Insurance**

Three different dental plan options, ranging from basic to comprehensive coverage, including orthodontia care for dependents.

### **Vision Insurance**

Covers comprehensive vision exams, glasses, contact lenses, frames, and discounts for laser vision surgery

### **Paid Leave**

OCO's generous leave time policy allows eligible staff to take time for yourself and your family throughout the year.

#### Full-time employees receive:

- Accrued sick time
- Generous PTO time
- Holiday pay on scheduled work days
- Four hours of paid leave for cancer screenings.