

Oklahoma County – Benefits at a Glance*

Benefit	Description	Who pays?	Who's Eligible
Medical Plan	UMR PPO Health Plan. In-network \$500 deductible. \$25 office co-pay. UMR Preferred Labs 100% covered. Also, 100% coverage through Connect Benefit Provider Network for most medical treatment/services, including preventative Body Scan and much more.	Oklahoma County & You	Full-Time Employees
Dental Plan	Delta Dental of Oklahoma (NO ID Card Needed). 100% covered diagnostic/preventative services. Class 2 services 80%, Class 3 services 70%, Orthodontic coverage for dependent children.	Oklahoma County & You	Full-Time Employees
Vision Plan	VSP – Signature Network (No ID Card Needed). \$5 wellness vision exam Frames, lenses and contacts covered with copays.	Oklahoma County & You	Full-Time Employees
Prescription Plan	Affirmed RX Plan (Co-Pays). Also, 100% Coverage at the County Pharmacy for generic, brand and specialty Drugs (excludes controlled substances).	Oklahoma County & You	Full-Time Employees
Payroll Benefit Deductions	Deductions are on a pre-tax or post-tax basis.		Full-Time Employees
Aflac & Colonial	Term life, whole life, cancer, critical illness, & accident policies.	You	Full-Time Employees
Mutual of Omaha	Term-life, short-term and long-term Disability policies.	You	Full-Time Employees
Life Secure	Long-term care.	You	Full-Time Employees
New York Life	Whole life insurance.	You	Full-Time Employees
Legal Shield	Legal, credit and gun Owner's coverage.	You	Full-Time Employees
ID Shield	Identity protection	Oklahoma County	Full-Time Employees
10 Gym	Gym membership	You	Full-Time Employees
YMCA	Gym membership	Oklahoma County & You	Full-time Employees
Flexible Spending Plan	Pre-tax health reimbursement account and dependent day care account.	You	Full-Time Employees
Life Insurance	An amount equal to 1.5 times your annual salary, up to \$100,000.	Oklahoma County	Full-Time Employees
Employee Assistance Program (EAP). All One Health.	Available to employees and household members. Short-term counseling, life problem assistance, and Wellness Coaching.	Oklahoma County	Full-Time Employees
401a Deferred Compensation Retirement Plan. Bank Of Oklahoma	12% of your monthly salary. 5 Year Vesting Requirement.	Oklahoma County	Full-Time Employees
457 Retirement Plan. Bank of Oklahoma.	Defer a portion of your earning into your own retirement account. Pre-tax or post-tax.	You	Full-Time Employees
Oklahoma Credit Union	All employees qualify for a checking and savings account	You	Full-Time Employees

Direct Deposit	Allows your pay to be automatically deposited into your bank account.	Oklahoma County	All Employees.
Annual Leave	You earn vacation leave on the following basis: Up to 5 years of service 120 hours annually or 10 hours per month. Over 5 years of service, less than 10 years of service, 144 hours annually or 12 hours per month. Over 10 years of service 160 hours annually or 13.33 hours per month. Certain maximum limits apply.	Oklahoma County	Full-Time Employees
Sick Leave	Can be used when unable to work due to illness. Accumulates at 10 hours per month.	Oklahoma County	Full-Time Employees
National Holidays	Oklahoma County observes the following holidays each year: New Years Day, Martin Luther King Day, Presidents Day, Good Friday, Memorial Day, Juneteenth Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day/Day after. Christmas Eve and Christmas Day.	Oklahoma County	Full-Time Employees
Emergency Shutdown Leave	Occurs when Oklahoma County leaders have declared a formal closing, late opening or early closing due to emergencies, severe weather, and/or unsafe working conditions in the buildings.	Oklahoma County	Full-Time Employees
Bereavement Leave	3 scheduled days to attend funeral in the event of a family member's death. Certain limitations apply.	Oklahoma County	Full-Time Employees

- For leave benefit details, please refer to the Oklahoma County Employee's Handbook. All leave benefits are managed by your department and not by the Oklahoma County Benefits & Retirement Department.
- For complete descriptions of each of the benefits and limitations, please contact the Oklahoma County Benefits and Retirement Department at 405-713-2249 or 405-713-1803. Email them at benefits@oklahomacounty.org
- Benefit details are listed on the Oklahoma County website at: <https://www.oklahomacounty.org/departments/benefits-retirement>
- This information is not a legal benefit plan document. If there are any conflicts between the information presented here and legal plan documents, the legal plan documents will govern. Oklahoma County reserves the right to change or terminate any or all benefit plans at its discretion.

2026 Health Package Monthly Premium Rates:

Single Coverage \$169.00

Family Coverage \$397.00

Participate in the annual Health Screening and receive a premium free month in November!!