



Human Resources
Employee Benefits & Services

MODIFIED BENEFIT OPTION (MBO)

Fire Auxiliary Services Unit & Fire Auxiliary Services Supervisory Unit

MOU Contract 2023-2027

The Modified Benefit Option (MBO) is an alternative benefit package that provides an increased base rate of pay with modified benefits.



\$1.75 more per hour



The increase in pay is also included when calculating the following:

- County Contribution to RMT
- Qualified Differentials
(paid on % basis)
- Sick Leave Cash-Outs to RMT
- Leave Cash-Outs

Frequently Asked Questions

Can I enroll in the Modified Benefit Option (MBO)?

Only eligible job classifications are eligible to elect MBO. You can find the list of eligible classification in your [Memorandum of Understanding \(MOU\)](#).

Should I enroll in MBO?

It depends! Everyone's situation is different – read through this document to find out how MBO's benefits differ from the **Traditional Benefit Option (TBO)** to determine if it would work for your lifestyle. You can also visit our [MBO website](#), or call Employee Benefits and Services (EBSD) at 909-387-5787 and ask to speak with an MBO specialist for more information.

When can I enroll in MBO; can I switch between MBO and TBO?

You can elect MBO upon hire, during Open Enrollment, or if you experience certain qualifying mid-year events.

Can part-time employees enroll in MBO?

No, only full-time employees.



**How are MBO
benefits different?**
Look for the orange text.

HEALTH BENEFITS

The County provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.



MEDICAL PREMIUM SUBSIDY *Effective July 12, 2025*

| | TBO | MBO |
|----------------|------------|-----------------|
| Emp-Only | \$337.36 | \$239.53 |
| Emp +1 | \$657.95 | \$539.52 |
| Emp +2 or more | \$929.94 | \$762.55 |

MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period, or grandfathered amounts.



DENTAL PREMIUM SUBSIDY

\$9.46 *(requires enrollment in a County medical plan)*



VISION PREMIUMS No Cost for Employee and Dependent Coverage

LEAVE PROVISIONS

| | TBO | MBO |
|---------------------------------------|---|---|
| Vacation | 80-160 hours per year <i>Cash-out option up to 60 hours per year if 80 hours of vacation used in prior year</i> | See PTO <i>Cash-out option up to 60 hours per year if 80 hours of PTO used in prior year</i> |
| Sick | 3.69 hours per pay period | See PTO |
| Holiday | 14 + 1 floating per year <i>Max. carryover of 112 hours. (FAS ONLY Excess cap automatic cash out pay period 1)</i> | 14 holidays per year for NOT regularly scheduled to work holidays classification See PTO for regularly scheduled to work holidays classification |
| Admin | 40 hours/year – FAS ONLY <i>Unused balance will automatically cash out pay period 26</i> | Same as TBO |
| Annual | 40 hours/year – FAS ONLY <i>No Cash-out (use it or lose it)</i> | Same as TBO |
| Bereavement | Up to 5 days per occurrence <i>(1 additional day if traveling > 600 miles)</i> | Same as TBO |
| Perfect Attendance Leave (PAL) | Up to 16 hours PAL or annual membership up to \$299 | Not Eligible |

The MBO offers flexible Paid Time Off (PTO) in lieu of separate use specific leave accrual such as vacation and sick leave.

Paid Time Off (PTO) for MBO

Classifications that are Regularly Scheduled to Work Holidays

0 through 10,400 Service Hours

Annual PTO Allowance: 180 hrs

Accrual: 6.93 hrs/pay period

Max. Unused Balance: 270 hrs

Max. PTO + VAC*: 320 hrs

Over 10,400 Service Hours

Annual PTO Allowance: 216 hrs

Accrual: 8.31 hrs/pay period

Max. Unused Balance: 324 hrs

Max. PTO + VAC*: 404 hrs

Receive 2x your base salary rate for hours worked on 10 holidays. No holiday shall accrue. See Compensation Plan.

Classifications that are NOT Regularly Scheduled to Work Holidays

0 through 8,320 Service Hours

Annual PTO Allowance: 112 hrs

Accrual: 4.31 hrs/pay period

Max. Unused Balance: 169 hrs

Max. PTO + VAC*: 201 hrs

8,321 through 18,720 Service Hours

Annual PTO Allowance: 152 hrs

Accrual: 5.85 hrs/pay period

Max. Unused Balance: 229 hrs

Max. PTO + VAC*: 272 hrs

Over 18,721 Service Hours

Annual PTO Allowance: 192 hrs

Accrual: 7.39 hrs/pay period

Max. Unused Balance: 289 hrs

Max. PTO + VAC*: 343 hrs

*Employees who switch from TBO to MBO and have unused vacation time.

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

TOOL ALLOWANCE

\$500 for Vehicle Services Supervisors

BASIC TERM LIFE INSURANCE

\$25,000 for All employees except Supervisory
\$35,000 for Supervisory Classification

RETIREMENT

SBCERA Retirement Formulas

Reciprocity provisions may apply

Tier I 2.0% AT AGE 55
Hired PRIOR to Jan 1, 2013

Tier II 2.5% at age 67
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

Auto-enrollment of 1% base salary upon hire.
County matching contribution ½ times employee
contribution, up to 0.5%.

MBO enrollees will NOT receive the County match
in the 457(b).

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

10<15 years = 1.50% of biweekly base salary

15<20 years = 2.00% of biweekly base salary

20+ years = 2.50% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your
sick leave into the RMT upon attaining 10+ years of
participation with SBCERA and/or other public
retirement.

MBO enrollees are NOT able to convert PTO
balance into the RMT. Unused PTO hours will be
paid out in accordance with your MOU.

VOLUNTARY PARTICIPATION PROGRAMS

| | |
|--|--|
| Supplemental Term Life Insurance | Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000. |
| AD&D Insurance | Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000. |
| FSA | Pre-tax account for qualified health care expenses up to \$3,300 annually. Employees who select County sponsored Blue Shield Access + or Kaiser Choice HMO plans are eligible for up to a \$10 per pay period match. |
| DCAP | Pre-tax account for qualified dependent care expenses up to \$5,000 annually. |
| Annual Tuition Reimbursement | First come first serve basis not to exceed \$1,650 per fiscal year. |
| License Reimbursement | Cost incurred to maintain the Hazmat Endorsement. |
| 529 Savings Plan | Invest for future educational expenses with tax-free earnings. Contact ScholarShare to enroll. |
| Combined Giving | link.sbcounty.gov/CombinedGiving Give back to the community via one-time or ongoing payroll deductions. |
| Commuter Services | link.sbcounty.gov/rideshare Help the environment, reduce traffic, save money and earn rewards with your commute. |
| Employee Discounts | link.sbcounty.gov/EmployeeDiscount Save big at hundreds of national and local merchants. |
| Wellness Program | link.sbcounty.gov/wellness Information, resources and rewards to support your healthy lifestyle. |
| Employee Assistance Program (EAP) | link.sbcounty.gov/eap Confidential expert support and resources available at any time, at no cost to you. |

EMPLOYEE OUT-OF-POCKET COSTS

(Effective on July 12, 2025)

| Employee Only Coverage | | |
|-------------------------------|---------------------------------------|---------------------------------------|
| Plan | TBO - Employee Cost Per Pay Period | MBO - Employee Cost Per Pay Period |
| Blue Shield Gold Trio HMO | \$0.00 | \$73.34 |
| Blue Shield Access + HMO | \$0.00 | \$93.84 |
| Blue Shield Signature HMO | \$46.46 | \$144.29 |
| Blue Shield PPO | \$376.14 | \$473.97 |
| Kaiser Virtual Complete HMO | \$0.00 | \$76.96 |
| Kaiser Choice HMO | \$7.13 | \$104.96 |
| Kaiser Permanente HMO | \$66.74 | \$164.57 |
| Employee + 1 Coverage | | |
| Plan | TBO - Employee Cost Per Pay Period | MBO - Employee Cost Per Pay Period |
| Blue Shield Gold Trio HMO | \$0.00 | \$84.21 |
| Blue Shield Access + HMO | \$6.81 | \$125.24 |
| Blue Shield Signature HMO | \$107.72 | \$226.15 |
| Blue Shield PPO | \$794.07 | \$912.50 |
| Kaiser Virtual Complete HMO | \$0.00 | \$91.45 |
| Kaiser Choice HMO | \$29.02 | \$147.45 |
| Kaiser Permanente HMO | \$148.24 | \$266.67 |
| Employee + 2 or more Coverage | | |
| Plan | TBO - Employee Cost Per Pay Period | MBO - Employee Cost Per Pay Period |
| Blue Shield Gold Trio HMO | \$0.00 | \$119.22 |
| Blue Shield Access + HMO | \$9.88 | \$177.27 |
| Blue Shield Signature HMO | \$152.64 | \$320.03 |
| Blue Shield PPO | \$1,322. | \$1,490.11 |
| Kaiser Virtual Complete HMO | \$0.00 | \$129.44 |
| Kaiser Choice HMO | \$41.29 | \$208.68 |
| Kaiser Permanente HMO | \$209.98 | \$377.37 |