



Human Resources
Employee Benefits & Services

MODIFIED BENEFIT OPTION (MBO)

NURSES

MOU Contract 2024-2028

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



NURSES (CNA)

\$2.00 more per hour



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

- Overtime
- County Contribution to RMT
- 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 classifications 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?

If you are in an eligible job classification, 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 in eligible classifications are able to enroll in MBO.



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

HEALTH BENEFITS

The County pays a large portion of your healthcare premiums. To determine your out-of-pocket costs, use our online [Benefits Calculator](#).



**MEDICAL
PREMIUM SUBSIDY**
Effective July 12, 2025

	TBO	MBO
Emp-Only	\$262.65	\$188.27
Emp +1	\$528.34	\$376.32
Emp +2 or more	\$721.66	\$527.49

BRONZE PLAN ENROLLMENT

MBO enrollees are eligible to enroll in the Blue Shield Bronze PPO, which has lower premiums, but higher deductibles and costs.

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.

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
Sick	3.39 hours per pay period	See PTO
Holiday	14 + 1 floating per year (8 hours/holiday)	See PTO <i>No Holiday shall accrue*</i>
Bereavement	3 days per occurrence - 4 if traveling >600 miles - 1 additional day for death of parent, spouse, or child	Same as TBO
Perfect Attendance Leave (PAL)	Up to 16 hours PAL or annual gym membership reimbursement 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

10,400 Service Hours or Less

Accrual: 6.92 hours/pay period Max.

Unused Balance: 270 hours Max.

PTO + VAC**: 320 hours

10,400 through 20,080 Service Hours

Accrual: 7.85 hours/pay period Max.

Unused Balance: 306 hours Max.

PTO + VAC**: 367 hours

20,080 – 41,600 Service Hours

Accrual: 8.77 hours/pay period Max.

Unused Balance: 342 hours Max

PTO + VAC**: 410 hours

Over 41,600 Service Hours

Accrual: 9.69 hours/pay period Max.

Unused Balance: 378 hours Max

PTO + VAC**: 446 hours

***Please note: MBO enrollee will not accrue Holiday leaves. Receive 2x your base salary rate for hours worked on 10 holidays. See MOU for list.**

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

Employees are our most valuable resource.

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$1,681/week for up to one year.

BASIC TERM LIFE INSURANCE

\$25,000

EDUCATION LEAVE AND TRAINING

28 hours annually, may carry over up to 14 hours into next calendar year.

National specialty organization certificate holders provided an additional 10 hours, as long as the certification is maintained.

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-enrolled upon completion of 1 year of service at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary after two years of continuous service.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

10-14 years = 1.25% of biweekly base salary

15-24 years = 1.75% of biweekly base salary

20+ years = 2.00% 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.

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.

If enrolled in Blue Shield Bronze PPO, MBO enrollees are eligible for a match up to \$20 per pay period.

DCAP

Pre-tax account for qualified dependent care expenses up to \$5,000 annually.

Annual Tuition Reimbursement

Get up to \$775 per fiscal year, with carryover balance up to \$2,000. Refer to MOU.

Tuition Loan Repayment

Receive up to \$10,000 for eligible loan repayment. See your MOU.

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 November 30, 2024)

Employee Only Coverage		
Plan	TBO Employee Cost Per Pay Period	MBO Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$50.22	\$124.60
Blue Shield Access + HMO	\$70.72	\$145.10
Blue Shield Signature HMO	\$121.17	\$195.55
Blue Shield PPO	\$450.85	\$525.23
Kaiser Virtual Complete HMO	\$53.84	\$128.22
Kaiser Choice HMO	\$81.84	\$156.22
Kaiser Permanente HMO	\$141.45	\$215.83
Employee + 1 Coverage		
Plan	TBO Employee Cost Per Pay Period	MBO Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$95.39	\$247.41
Blue Shield Access + HMO	\$136.42	\$288.44
Blue Shield Signature HMO	\$237.33	\$389.35
Blue Shield PPO	\$923.68	\$1,075.70
Kaiser Virtual Complete HMO	\$102.63	\$254.65
Kaiser Choice HMO	\$158.63	\$310.65
Kaiser Permanente HMO	\$277.85	\$429.87
Employee + 2 or more Coverage		
Plan	TBO Employee Cost Per Pay Period	MBO Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$160.11	\$354.28
Blue Shield Access + HMO	\$218.16	\$412.33
Blue Shield Signature HMO	\$360.92	\$555.09
Blue Shield PPO	\$1,531.00	\$1,725.17
Kaiser Virtual Complete HMO	\$170.33	\$364.50
Kaiser Choice HMO	\$249.57	\$443.74
Kaiser Permanente HMO	\$418.26	\$612.43