SAN BERNARDINO COUNTY | Human Resources
Employee Benefits and Services

ATTORNEYS

Modified Benefit Option

MOU Contract 2023-2027

The Modified Benefit Option (MBO) is offered as an alternative to the Traditional Benefit Option (TBO). The MBO provides an increased base rate of pay with other modified benefits.

How is MBO different from TBO?

Look for the text with a gold background in this document, highlighting key differences between the MBO and TBO Benefit packages.

Pay Differential

Employees enrolled in MBO will receive a pay differential as listed below towards their base rate of pay. This increase in pay is also included when calculating the following;

- Overtime
- Qualified Differentials (paid on a % basis)
- Sick Leave cash-out towards
- RMT Leave cash-out

Attorney I, II, & III - Additional $2.00 per hour
Attorney IV - Additional $3.50 per hour

Frequently Asked Questions

Can I enroll in the MBO?

All regular full-time employees within the Attorneys Unit will have the opportunity to elect MBO in lieu of the TBO. Part-time employees within the Unit, are not eligible to enroll into the MBO.

Refer to your Memorandum of Understanding (MOU) for the list of eligible classifications and full eligibility details.
https://link.sbcounty.goc/MOU

Should I enroll in MBO?

It depends! Everyone's situation and needs are different. Read through this document to find out how MBO's benefit options differ from the TBO.

You can also visit the MBO website or call the Employee Benefits and Services Division (EBSD) at 909-387-5787 and ask to speak with an MBO specialist. **https://link.sbcounty.gov/MBO**

When can I enroll or switch between MBO and TBO?

All regular full-time employees are placed in the TBO upon hire and may elect the MBO at the time of hire, annual Open Enrollment, or if you experience certain mid-year Qualifying Life Events (QLEs).

Representation:
San Bernardino County Public Attorneys Association, SBCPAA

Employees are our most valuable resource.

Traditional Benefit vs Modified Benefit

Medical Premium Subsidy

Traditional Benefit		Modified Benefit	
Employee Only:	**$250.78**	Employee Only:	**$178.05**
Employee +1:	**$440.79**	Employee +1:	**$361.45**
Employee +2 or more:	**$624.89**	Employee +2 or more:	**$512.41**

Leave Provisions

Traditional Benefit	Modified Benefit
Vacation Cash-out option up to 60 hours per year if 80 hours of vacation used in prior year. After 1,600 and through 8,320 Service Hours Annual Vacation Allowance - 80 hours per year Accrual Rate - 3.08 hours per pay period Maximum Balance - 160 hours Over 8,320 and through 18,720 Service Hours Annual Vacation Allowance - 120 hours per year Accrual Rate - 4.62 hours per pay period Maximum Balance - 240 hours Over 18,720 Service Hours Annual Vacation Allowance - 160 hours per year Accrual Rate - 6.15 hours per pay period Maximum Balance - 320 hours	**Paid Time Off** *Vacation cash-out option same as TBO.* 0 through 8,320 Service Hours Annual PTO Allowance - 112 hours Accrual Rate - 4.31 hours per pay period Maximum Balance - 169 hours Maximum PTO + Vacation - 201 hours 8,320 through 18,720 Service Hours Annual PTO Allowance - 152 hours Accrual Rate - 5.85 hours per pay period Maximum Balance - 229 hours Maximum PTO + Vacation - 272 hours Over 18,720 Service Hours Annual PTO Allowance - 192 hours Accrual Rate - 7.39 hours per pay period Maximum Balance - 289 hours Maximum PTO + Vacation - 343 hours
Sick Leave 3.39 hours per pay period.	**Sick Leave** In lieu of sick leave, employee accrues PTO. See above.
Holiday Leave 14 + 1 floating per year	**Holiday Leave** 14 per year

MBO - Which benefits don't change?

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.

Dental Premium Subsidy
$9.46
(Requires enrollment in a County sponsored Medical plan)

Vision Premiums
No cost for Employee only coverage.

Bereavement Leave
Up to 2 days per occurrence

Attorney Leave
80 hours per year, cash-out option is available.

This document provides a summary of the benefit and leave provisions as listed in your MOU. This is not a comprehensive list of all benefit and leave offerings. Should this document contain conflicting information as listed in your MOU, the MOU will prevail.

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County-Paid Benefits

Short-Term Disability

Receive 55% of pay, up to $1,765/ week for up to one year.

Basic Term Life Insurance

$50,000

Bar Dues

Costs associated with renewal of membership in the California State Bar Association.

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 hire at 1.0% contribution of base salary. County will match one-half of your contribution, up to 1.0% of your biweekly salary, after one year of continuous service in a regular position.

MBO enrollees are NOT eligible for the County contribution if enrolled in the Blue Shield Bronze PPO and are receiving the FSA County match. All other MBO enrollees remain eligible.

Retirement Medical Trust (RMT)

County Contribution

Based on continuous years of service:
10-14 years = 1.50% of biweekly base salary
15-19 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 Programs

Supplemental Term Life Insurance

Have financial security with extra term life coverage for yourself and your family with coverage up to $700,000. **https://link.sbcounty.gov/Life-Insurance**

AD&D Insurance

Additional insurance in the event of accidental death or serious injury, with coverage options up to $250,000. **https://link.sbcounty.gov/Life-Insurance**

Flexible Spending Account (FSA)

Pre-tax account for qualified health care expenses up to $3,400 annually. Employees who select County sponsored Blue Shield Access+ or Kaiser Choice are eligible for up to $10 per pay period match. **https://link.sbcounty.gov/fsa**

If enrolled in Blue Shield Bronze PPO, MBO enrollees are eligible for a match of up to $25 per pay period.

Dependent Care Assistance Program (DCAP)

Pre-tax account for qualified dependent care expenses up to $5,000 annually. **https://link.sbcounty.gov/DCAP**

529 Savings Plan

Invest for future educational expenses with tax-free earnings. Contact Scholar Share to enroll. **https://link.sbcounty.gov/529**

Combined Giving

Give back to the community via one time or ongoing payroll deductions. **https://link.sbcounty.gov/CombinedGiving**

Commuter Services

Help the environment, reduce traffic, save money and earn rewards with your commute. **https://link.sbcounty.gov/Commuter**

Employee Discounts

Save big at hundreds of national and local merchants. **https://link.sbcounty.gov/Employee-Discount-Program**

Wellness Program

Information, resources and rewards to support your healthy lifestyle. **https://link.sbcounty.gov/wellness**

Employee Assistance Program (EAP)

Confidential expert support and resources available at any time, at no cost to you. **https://link.sbcounty.gov/EAP**

Annual Tuition Reimbursement

Up to $400 of Tuition costs per year, refer to your MOU. **https://link.sbcounty.gov/TuitionProgram**

Tuition Loan Repayment

Receive up to $10,000 for loan repayment, refer to your MOU. **https://link.sbcounty.gov/TuitionProgram**

Human Resources – Employee Benefits and Services
909.387.5787 | ebsd@hr.sbcounty.gov | link.sbcounty.gov/benefits

Medical Premium Costs for County Plans

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

Medical Premium Subsidy
Effective July 11, 2026

Employee Only: **$250.78 (TBO) $178.05 (MBO)**
Employee +1: **$440.79 (TBO) $361.45 (MBO)**
Employee +2: **$624.89 (TBO) $512.41 (MBO)**

Employee Only Coverage		
Plan	**Traditional Benefit Option (TBO) Employee Cost Per Pay Period**	**Modified Benefit Option (MBO) Employee Cost Per Pay Period**
Blue Shield Gold Trio HMO	$89.78	$162.51
Blue Shield Access + HMO	$112.10	$184.83
Blue Shield Signature HMO	$167.07	$239.80
Blue Shield PPO	$526.11	$598.84
Kaiser Virtual Complete HMO	$78.29	$151.02
Kaiser Choice HMO	$107.41	$180.14
Kaiser Permanente HMO	$169.34	$242.07

Employee +1 Coverage		
Plan	**Traditional Benefit Option (TBO) Employee Cost Per Pay Period**	**Modified Benefit Option (MBO) Employee Cost Per Pay Period**
Blue Shield Gold Trio HMO	$238.34	$317.68
Blue Shield Access + HMO	$283.02	$362.36
Blue Shield Signature HMO	$392.91	$472.25
Blue Shield PPO	$1,140.43	$1,219.77
Kaiser Virtual Complete HMO	$215.34	$294.68
Kaiser Choice HMO	$273.58	$352.92
Kaiser Permanente HMO	$397.44	$476.78

Employee +2 or more Coverage		
Plan	**Traditional Benefit Option (TBO) Employee Cost Per Pay Period**	**Modified Benefit Option (MBO) Employee Cost Per Pay Period**
Blue Shield Gold Trio HMO	$335.27	$447.75
Blue Shield Access + HMO	$398.49	$510.97
Blue Shield Signature HMO	$553.97	$666.45
Blue Shield PPO	$1,828.30	$1,940.78
Kaiser Virtual Complete HMO	$302.70	$415.18
Kaiser Choice HMO	$385.11	$497.59
Kaiser Permanente HMO	$560.37	$672.85