



MODIFIED BENEFIT OPTION (MBO)

FIRE MANAGEMENT

MOU Contract 2025-2030

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



4% above the base rate of pay

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



- County Contribution to RMT
- County Match to Employee's Contribution to 457(b)
- Qualified Differentials (paid on % basis)
- Sick Leave Cash-Outs to RMT
- Leave Cash-Outs

Benefit rates listed for 56-hour work week schedule

Frequently Asked Questions

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

All full-time employees in regular position and commit to work a minimum of 1,560 hours per calendar year can enroll in the MBO.

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 off-set the
cost of your medical and
dental premiums.**



MEDICAL PREMIUM SUBSIDY

Effective August 9, 2025

	<u>TBO</u>	<u>MBO</u>
Emp-Only	\$277.16	\$196.79
Emp +1	\$452.61	\$371.14
Emp +2 or more	\$619.77	\$508.21

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 \$20 per pay period.



VISION PREMIUMS

No Cost for Employee and Dependent Coverage.

LEAVE PROVISIONS

	<u>TBO</u>	<u>MBO</u>
Vacation	112-224 hours per year <i>Cash-out option up to 112 hours per year</i>	See PTO <i>Cash-out option up to 112 hours per year</i>
Sick	5.15 hours per pay period	See PTO
Holiday	167 hours per year <i>Cash-out option up to 167 hours per year</i>	154 hours per year <i>Cash-out option up to 142 hours per year</i>
Admin	96 hours/year 56-hour average work week <i>Cash-out option</i> 80 hours/year 40-hour average work week <i>Cash-out option</i>	Same as TBO
Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>	Same as TBO

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

Paid Time Off (PTO) for MBO

56-Hour Average Work Week Employees

0 through 11,648 Service Hours

Annual PTO Allowance: 180 hours
Accrual: 6.92 hours/pay period
Max. Unused Balance: 270 hours Max.
PTO + VAC*: 286 hours

Over 11,648 through 26,208 Service Hours

Annual PTO Allowance: 236 hours
Accrual: 9.08 hours/pay period
Max. Unused Balance: 356 hours
Max. PTO + VAC*: 381 hours

Over 26,208 Service Hours

Annual PTO Allowance: 292 hours
Accrual: 11.23 hours/pay period
Max. Unused Balance: 440 hours
Max. PTO + VAC*: 595 hours

40-Hour Average Work Week Employees

0 through 11,648 Service Hours

Annual PTO Allowance: 128 hours
Accrual: 4.92 hours/pay period
Max. Unused Balance: 192 hours
Max. PTO + VAC*: 208 hours

Over 11,648 through 26,208 Service Hours

Annual PTO Allowance: 168 hours
Accrual: 6.46 hours/pay period
Max. Unused Balance: 252 hours
Max. PTO + VAC*: 277 hours

Over 26,208 Service Hours

Annual PTO Allowance: 208 hours
Accrual: 8.00 hours/pay period
Max. Unused Balance: 312 hours
Max. PTO + VAC*: 467 hours

**Employees who switch from TBO to MBO and have unused vacation, holiday, or sick time may utilize their existing accrued time provided they do not continue to accrue vacation leave and sick leave.*

Employees are our most valuable resource.

COUNTY-PAID BENEFITS

SHORT-TERM DISABILITY

Receive 55% of pay, up to \$2,516 per week for up to 6 mos.

BASIC TERM LIFE INSURANCE

\$50,000

RETIREMENT

SBCERA Retirement Formulas

Reciprocity provisions may apply

Tier I 3.0% AT AGE 50
Hired PRIOR to Jan 1, 2013

Tier II 2.7% at age 57
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation

Auto enrolled upon hire at 1% contribution of base salary. County will match half of your contribution up to 0.5% of your base salary.

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

Tier I

7-9 years = 1.00% of biweekly base salary
10-15 years = 2.00% of biweekly base salary
16-19 years = 3.00% of biweekly base salary
20+ years = 4.00% of biweekly base salary

Tier II

7-9 years = 1.00% of biweekly base salary
10-15 years = 2.00% of biweekly base salary
16-19 years = 2.75% of biweekly base salary
20+ years = 3.00% of biweekly base salary

Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 5+ 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	\$1,000 per fiscal year.
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.

Medical Premium Costs for County Plans

Medical Premium Subsidy

August 9, 2025

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

Employee Only: **\$277.16 (TBO) \$196.79 (MBO)**

Employee +1: **\$452.61 (TBO) \$371.14 (MBO)**

Employee +2: **\$619.77 (TBO) \$508.21 (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	\$63.40	\$143.77
Blue Shield Access + HMO	\$85.72	\$166.09
Blue Shield Signature HMO	\$140.69	\$221.06
Blue Shield PPO	\$499.73	\$580.10
Kaiser Virtual Complete HMO	\$51.91	\$132.28
Kaiser Choice HMO	\$81.03	\$161.40
Kaiser Permanente HMO	\$142.96	\$223.33
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	\$226.52	\$307.99
Blue Shield Access + HMO	\$271.20	\$352.67
Blue Shield Signature HMO	\$381.09	\$462.56
Blue Shield PPO	\$1,128.61	\$1,210.08
Kaiser Virtual Complete HMO	\$203.52	\$284.99
Kaiser Choice HMO	\$261.76	\$343.23
Kaiser Permanente HMO	\$385.62	\$467.09
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	\$340.39	\$451.95
Blue Shield Access + HMO	\$403.61	\$515.17
Blue Shield Signature HMO	\$559.09	\$670.65
Blue Shield PPO	\$1,833.42	\$1,944.98
Kaiser Virtual Complete HMO	\$307.82	\$419.38
Kaiser Choice HMO	\$390.23	\$501.79
Kaiser Permanente HMO	\$565.49	\$677.05