



Human Resources
Employee Benefits & Services

MODIFIED BENEFIT OPTION (MBO)

WATER & SANITATION

MOU Contract 2024-2027

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:

- Overtime
- Qualified Differentials (paid on % basis)
- 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 (EBS) 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. After that, you can switch between MBO and TBO 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 provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.



MEDICAL PREMIUM SUBSIDY

Effective July 11, 2026

	<u>TBO</u>	<u>MBO</u>
Emp-Only	\$267.42	\$189.87
Emp +1	\$560.77	\$398.18
Emp +2 or more	\$775.18	\$550.38

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 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 same as TBO</i>
Sick	3.69 hours per pay period	See PTO
Holiday	14 + 1 floating per year	14 holidays per year
Bereavement	2 days per occurrence <i>(3 if traveling >1,000 miles)</i>	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

8,320 Service Hours or Less

Accrual: 4.31 hours/pay period
Max. Unused Balance: 169 hours
Max. PTO + VAC*: 201 hours

8,321 through 18,720 Service Hours

Accrual: 5.85 hours/pay period
Max. Unused Balance: 229 hours
Max. PTO + VAC*: 272 hours

Over 18,720 Service Hours

Accrual: 7.39 hours/pay period
Max. Unused Balance: 289 hours
Max. PTO + VAC*: 343 hours

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

*Employees are our
most valuable resource.*

VOLUNTARY PARTICIPATION PROGRAMS

COUNTY-PAID BENEFITS

STATE DISABILITY INSURANCE

Employer Paid for Fiscal Assistant, Utility Services Associate, and Accounts Technician

Employee Paid for All other Employees

BASIC TERM LIFE INSURANCE

\$35,000 for employee

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% contribution of base salary. **MBO enrollees will NOT receive the District match of half of the employee contribution up to 1%.**

Retirement Medical Trust (RMT)

County Contribution

(Based on continuous years of service):

1-9 years = 0.5% of biweekly base salary
10-15 years = 1.5% of biweekly base salary
16+ years = 2.0% 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 \$3,200 annually. Blue Shield Access+ or Kaiser Choice plan enrollees are eligible for a match up to \$10 per pay period.
DCAP	Pre-tax account for qualified dependent care expenses up to \$5,000 annually.
Uniforms/Footwear	\$200 every fiscal year for footwear
529 Savings Plan	Invest for future educational expenses with tax-free earnings. Contact ScholarShare 529 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

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

Medical Premium Subsidy

Effective July 11, 2026

Employee Only: **\$267.42 (TBO) \$189.87 (MBO)**

Employee +1: **\$560.77 (TBO) \$398.18 (MBO)**

Employee +2: **\$775.18 (TBO) \$550.38 (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	\$73.14	\$150.69
Blue Shield Access + HMO	\$95.46	\$173.01
Blue Shield Signature HMO	\$150.43	\$227.98
Blue Shield PPO	\$509.47	\$587.02
Kaiser Virtual Complete HMO	\$61.65	\$139.20
Kaiser Choice HMO	\$90.77	\$168.32
Kaiser Permanente HMO	\$152.70	\$230.25
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	\$118.36	\$280.95
Blue Shield Access + HMO	\$163.04	\$325.63
Blue Shield Signature HMO	\$272.93	\$435.52
Blue Shield PPO	\$1,020.45	\$1,183.04
Kaiser Virtual Complete HMO	\$95.36	\$257.95
Kaiser Choice HMO	\$153.60	\$316.19
Kaiser Permanente HMO	\$277.46	\$440.05
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	\$184.98	\$409.78
Blue Shield Access + HMO	\$248.20	\$473.00
Blue Shield Signature HMO	\$403.68	\$628.48
Blue Shield PPO	\$1,678.01	\$1,902.81
Kaiser Virtual Complete HMO	\$152.41	\$377.21
Kaiser Choice HMO	\$234.82	\$459.62
Kaiser Permanente HMO	\$410.08	\$634.88