

# SPECIAL ENROLLMENT PERIOD

CNA members now have the opportunity to elect the **Enhanced Wage option** (Modified Benefit Option) and **earn up to an additional \$4,160 per year!**

A Special Open Enrollment period will be held **February 26 – March 23, 2018**

See if the Modified Benefit Option (MBO) is the right choice for you!! Learn more about the MBO and how to enroll during this special open enrollment period by visiting the MBO [web page](#) or attending an [informational session](#).

With this enhanced-wage option you get more!!

- A **higher salary** of up to \$4,160 per year for an 80-hour nurse
- **Flexible Paid Time Off (PTO)** in lieu of separate use-specific leave accruals
- The choice of the following medical plan options:
  - Electing the **lower-cost medical plan**, Blue Shield PPO Bronze Plan **OR**
  - Maintaining current medical plan, while receiving a slightly lower MPS
- A Flexible Spending Account (FSA) **County match of up to \$520 per year** with enrollment in the Bronze Plan, plus employee's contribution to the FSA
- **Double-time** for all hours worked on 10 recognized holidays

Additionally, the \$2.00 per hour will be considered as part of the base hourly rate when calculating:

- Overtime,
- Retirement Benefit Amount,
- County contribution to the Retirement Medical Trust (RMT),
- Sick leave cash-outs pursuant to RMT Article, and
- Leave cash-outs

***You also have the opportunity to enroll or disenroll in the MBO during the annual Open Enrollment period held each year in June.***



Human Resources Department, Employee Benefits and Services Division

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