



Supervising Social Service Practitioners now have the opportunity to elect the **Enhanced Wage option** (Modified Benefit Option) and **earn up to an additional \$3,640 per year!**

A Special Open Enrollment period will be held **March 18–March 29, 2019**. Changes made during the special open enrollment will be effective **March 16, 2019**.

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 \$3,640 per year for an 80-hour employee
- **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 amount
- A Flexible Spending Account (FSA) **County match of up to \$650 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, for those employees who are *regularly scheduled to work holidays*

Additionally, the \$1.75 per hour will be considered as part of the base hourly rate when calculating:

- Overtime,
- Retirement Benefit Amount,
- Sick leave cash-outs pursuant to RMT Article
- Leave cash-outs, and
- County contribution to the Retirement Medical Trust (RMT) - *except for those who are enrolled in the Blue Shield Bronze PPO Plan and FSA and receive the County match.*

You also have the opportunity to enroll or dis-enroll 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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