



**PORT OF SAN DIEGO  
BENEFITS OVERVIEW  
DIRECTOR**

<b>Benefits are effective the first day of the month following your employment date.</b>	
<b>Annual Leave</b>	<b>144 hours per year.</b> Accrues per pay period and begins on start date.
<b>Unclassified Leave</b>	<b>40 hours per year.</b> Unclassified leave must be used within the calendar year. Amount is pro-rated for start dates other than the first of the year.
<b>Holidays</b>	<b>14 days per year</b>
<b>Executive Physical</b>	<b>Annual comprehensive medical history and physical examination.</b> \$1,500 cap.
<b>Health Benefits</b>	<b>UnitedHealthcare HMO, PPO, and HDHP-HSA options</b>
<b>Dental Benefits</b>	<b>Delta Dental DPPO or DeltaCare USA DHMO</b>
<b>Vision Benefits</b>	<b>Optional plan offered through Vision Service Plan</b>
<b>Life Insurance/Accidental Death &amp; Dismemberment (AD&amp;D)</b>	<b>1x times annual salary, minimum \$50,000, up to \$75,000 maximum.</b> Additional Voluntary Group Term Life Insurance and Voluntary AD&D Insurance available through Standard Insurance Company.
<b>Short Term Disability/Optional Long Term Disability</b>	<b>50% weekly salary up to \$1,600</b> (14 day waiting period for illness; no waiting period for hospitalization) for up to 26 weeks or if no longer disabled. Taxable benefit paid by the Port. Optional coordinating Long Term Disability available. <i>Port does not participate in State Disability Insurance (SDI).</i>
<b>Employee Assistance Program</b>	<b>Confidential and professional assistance</b> for mental health and more. This benefit is provided to all employees and members of their household. Six visits per incident per year through Aetna Resources for Living.
<b>Flexible Spending Accounts</b>	<b>Medical Care Reimbursement and Dependent Care Assistance accounts available.</b> Pre-tax accounts to pay for out-of-pocket medical expenses and child care. Available through WEX.
<b>Accident Insurance</b>	<b>Provides cash benefit in the event of minor accidents</b> to help cover out-of-pocket expenses. Available through Standard Insurance Company.
<b>Critical Illness Insurance</b>	<b>Provides cash benefit if diagnosed with a serious illness.</b> Available through Standard Insurance Company.
<b>Wellness Reimbursement</b>	<b>\$200 per calendar year.</b> (Items related to health and wellness.)
<b>Wellness Center</b>	<b>Gym available at several Port locations</b> (Administration Building, Harbor Police, and General Services)
<b>Tuition Reimbursement</b>	<b>\$2,000 per fiscal year</b> (Tuition and books.)
<b>Educational Services Scholarship</b>	<b>15% tuition reduction</b> on every course taken at National University and waiver of the application fee.
<b>Commuter Pass Reimbursement</b>	<b>100% Reimbursement.</b> Cost of monthly commuter pass for train, trolley or bus.
<b>Employee Parking</b>	<b>Parking free of charge</b> and easy access to airport shuttle.
<b>Injury Leave</b>	<b>100% pay less workers' compensation temporary disability, up to one year.</b> Waiting periods may apply.
<b>Retirement</b>	<b>Combined Defined Contribution/Defined Benefit plan</b> Tax-deferred program with employer match. (See retirement overview for more detail.)
<b>Social Security</b>	<b>Port participates.</b>

