



**PORT OF SAN DIEGO  
BENEFITS OVERVIEW  
CLASSIFIED EMPLOYEES**

Benefits are effective the first day of the month following your employment date.	
Annual Leave	<b>144 hours per year.</b> Accrues per pay period and begins on start date.
Holidays	<b>14 days per year</b>
Health Benefits	<b>UnitedHealthcare HMO, PPO, HDHP-HSA, and MediExcel HMO.</b> Premiums for employees and dependents 100% paid by Port.
Dental Benefits	<b>Delta Dental DPPO or DeltaCare USA DHMO.</b> Premiums for employees and dependents 100% paid by Port.
Vision Benefits	<b>Vision Service Plan.</b> Premiums for employees and dependents 100% paid by Port
Life Insurance/Accidental Death & Dismemberment (AD&D)	<b>\$50,000 coverage.</b> Additional Voluntary Group Term Life Insurance and Voluntary AD&D Insurance available through Standard Insurance Company.
Short Term Disability/Optional Long Term Disability	<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>
Employee Assistance Program	<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.
Flexible Spending Accounts	<b>Health/Medical FSA and Dependent Care FSA available.</b> Pre-tax accounts to pay for out-of-pocket health expenses and child care. Available through WEX.
Accident Insurance	<b>Provides cash benefit in the event of minor accidents</b> to help cover out-of-pocket expenses. Available through Standard Insurance Company.
Critical Illness Insurance	<b>Provides cash benefit if diagnosed with a serious illness.</b> Available through Standard Insurance Company.
Wellness Reimbursement	<b>\$200 per calendar year.</b> (Items related to health and wellness.)
Wellness Center	<b>Gym available at several Port locations</b> (Administration Building, Harbor Police, and General Services)
Tuition Reimbursement	<b>\$2,000 per fiscal year</b> (Tuition and books.)
Educational Services Scholarship	<b>15% tuition reduction</b> on every course taken at National University and waiver of the application fee.
Commuter Pass Reimbursement	<b>100% Reimbursement.</b> Cost of monthly commuter pass for train, trolley or bus.
Employee Parking	<b>Parking</b> free of charge and easy access to airport shuttle.
Injury Leave	<b>100% pay less workers' compensation temporary disability, up to one year.</b> Waiting periods may apply.
Retirement	<b>Combined Defined Contribution/Defined Benefit plan</b> Tax-deferred program with employer match. (See retirement overview for more detail.)
Social Security	<b>Port participates.</b>