



**PORT OF SAN DIEGO
BENEFITS OVERVIEW
EXECUTIVE DIRECTOR / PRESIDENT***

Benefits are effective the first day of the month following your employment date.	
Annual Leave	144 hours per year. Accrues per pay period and begins on start date.
Unclassified Leave	40 hours per year. Every January, you will receive 40 hours of unclassified leave. Unclassified leave must be used in the calendar year you receive it. Amount is pro-rated for start dates other than the first of the year.
Holidays	13 days per year.
Car Allowance Benefit	\$1,000.00 monthly. Begins on the first of the month following your employment date.
Executive Physical	Annually. Comprehensive medical history and physical examination, \$1,500 cap.
Health Benefits	UnitedHealthcare Alliance HMO, Harmony HMO, Select Plus PPO, Select Plus HDHP w/ HSA, or MediExcel HMO. (See medical benefits overview).
Dental Benefits	Delta Dental DPO or DeltaCare USA DHMO (See dental benefits overview).
Vision Benefits	VSP Vision (See vision benefits overview).
Life Insurance/Accidental Death & Dismemberment (AD&D)	2½ times annual salary. Additional Voluntary Group Term Life Insurance available through The Standard Life Insurance Company. Additional Voluntary AD&D Insurance also available through The Standard.
Short Term Disability/Optional Long Term Disability	50% weekly salary up to \$1,600 (14 day waiting period for illness; no waiting period for hospitalization or accidental injury) for up to 26 weeks or if no longer disabled. Taxable benefit paid by the District. Optional coordinating Long Term Disability available. Please note: The District does not participate in State Disability Insurance (SDI).
Travel Insurance	\$300,000 policy. Coverage while traveling out of town on business for the District.
Wellness Reimbursement	\$200.00 per calendar year (Items related to health and wellness).
Wellness Center	Gym available at District locations (Administration Building, Harbor Police, and General Services).
Educational Services Scholarship	15% tuition reduction on every course taken at National University and waiver of the application fee.
Injury Leave	100% pay less workers' compensation temporary disability, up to one year. Waiting periods may apply.
Retirement	Combined Defined Contribution/ Defined Benefit plan Tax-deferred program with employer match. (See Retirement System overview).
401(a) Retirement Plan	Executive Defined Contribution Retirement Plan. District contributes \$1,000 lump sum. Employee after-tax contributions.
Social Security	District participates.

*Unless otherwise designated by an employment agreement
Note: Plan documents govern in the event of any discrepancies