



**PORT OF SAN DIEGO  
BENEFITS OVERVIEW  
HARBOR POLICE OFFICER**

<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>Holidays</b>	<b>13 days per year.</b>
<b>Health Benefits</b>	<b>UnitedHealthcare Select Plus PPO, SignatureValue HMO, or Select Plus HDHP w/ HSA</b>
<b>Dental Benefits</b>	<b>Delta Dental DPO or DeltaCare USA DMO</b>
<b>Vision Benefits</b>	<b>Optional Plan offered through VSP Vision</b>
<b>Life Insurance/Accidental Death &amp; Dismemberment (AD&amp;D)</b>	<b>\$50,000.</b> Additional Voluntary Group Term Life and Voluntary AD&D Insurance available through The Standard Life Insurance Company.
<b>Short Term Disability</b>	<b>50% weekly salary up to \$1,600</b> (14 day waiting period for illness; no waiting period for hospitalization or accidental injury). Taxable benefit paid by the District. 26 week maximum. District <u>does not participate</u> in State Disability Insurance (SDI).
<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>Travel Insurance</b>	<b>\$300,000 policy.</b> Coverage while traveling out of town on business for the District.
<b>Flexible Spending Accounts</b>	<b>Medical Care Reimbursement and Dependent Care Assistance accounts available.</b> Pre-tax way to pay for out-of-pocket medical expenses and child or spousal care.
<b>Wellness Reimbursement</b>	<b>\$200.00 per calendar year</b> (Items related to health and wellness).
<b>Wellness Center</b>	<b>Gym available at several District 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>25%</b> tuition reduction on every course taken at National University and waiver of the application fee.
<b>Commuter Pass Reimbursement</b>	<b>100% Reimbursement for cost of monthly commuter pass for train, trolley or bus.</b>
<b>Employee Parking</b>	<b>Parking</b> free of charge 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>Mandatory defined benefit retirement plan.</b> Reciprocity available with most California public agencies. (See retirement system overview).
<b>Social Security</b>	<b>District participates.</b>