



PORT OF SAN DIEGO BENEFITS OVERVIEW

HARBOR POLICE OFFICERS' ASSOCIATION (HPOA) EMPLOYEES

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.
Holidays	14 days per year
Health Benefits	UnitedHealthcare HMO, PPO, HDHP-HSA, and MediExcel HMO. HMO premiums for employees and dependents on 100% paid by Port, employee pre-tax deductions for additional premiums on PPO and HDHP plans.
Dental Benefits	Delta Dental DPPO or DeltaCare USA DHMO. Premiums for employees and dependents 100% paid by Port.
Vision Benefits	Vision Service Plan. Premiums for employees and dependents 100% paid by Port
Life Insurance/Accidental Death & Dismemberment (AD&D)	\$50,000 coverage. Additional Voluntary Group Term Life Insurance and Voluntary AD&D Insurance available through Standard Insurance Company.
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) 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	Confidential and professional assistance 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	Health/Medical FSA and Dependent Care FSA available. Pre-tax accounts to pay for out-of-pocket health expenses and child care. Available through WEX.
Accident Insurance	Provides cash benefit in the event of minor accidents to help cover out-of-pocket expenses. Available through Standard Insurance Company.
Critical Illness Insurance	Provides cash benefit if diagnosed with a serious illness. Available through Standard Insurance Company.
Remote Work Schedule	Some positions may be eligible for a hybrid remote/on-site work schedule, subject to certain requirements.
Wellness Reimbursement	\$200 per calendar year. (Items related to health and wellness.)
Wellness Center	Gym available at several Port locations (Administration Building, Harbor Police, and Port Operations Center)
Tuition Reimbursement	\$2,000 per fiscal year (Tuition and books.)
Educational Services Scholarship	15% tuition reduction on every course taken at National University and waiver of the application fee.
Commuter Pass Reimbursement	100% Reimbursement. Cost of monthly commuter pass for train, trolley or bus.
Employee Parking	Parking free of charge and easy access to airport shuttle.
Injury Leave	100% pay less workers' compensation temporary disability, up to one year. Waiting periods may apply.
Retirement	Mandatory 2%@62 defined benefit retirement plan. Reciprocity available with most California public agencies. Voluntary 457 deferred compensation plan.
Social Security	Port participates.