



PORT OF SAN DIEGO BENEFITS OVERVIEW UNCLASSIFIED 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.
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.
Health Benefits	UnitedHealthcare Select Plus PPO, SignatureValue HMO, or Select Plus HDHP w/ HSA
Dental Benefits	Delta Dental DPO or DeltaCare USA DMO
Vision Benefits	Optional Plan offered through VSP Vision
Life Insurance/Accidental Death & Dismemberment (AD&D)	½ times annual salary, up to \$75,000 maximum. Additional Voluntary Group Term Life Insurance and Voluntary AD&D Insurance available through The Standard Life 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 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).
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.
Travel Insurance	\$300,000 policy. Coverage while traveling out of town on business for the District.
Flexible Spending Accounts	Medical Care Reimbursement and Dependent Care Assistance accounts available. Pre-tax way to pay for out-of-pocket medical expenses and child or spousal care.
Wellness Reimbursement	\$200.00 per calendar year (Items related to health and wellness).
Wellness Center	Gym available at several District locations (Administration Building, Harbor Police, and General Services).
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	Combined Defined Contribution/Defined Benefit plan Tax-deferred program with employer match. (See enclosed Retirement System overview).
Social Security	District participates.