



**PORT OF SAN DIEGO  
BENEFITS OVERVIEW  
VICE PRESIDENT**

<b>Annual Leave</b>	<b>144 hours per year.</b> Accrues per pay period and begins on start date.
<b>Unclassified Leave</b>	<b>40 hours per year.</b> 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.
<b>Holidays</b>	<b>13 days per year.</b>
<b>Parking Space</b>	<b>Designated reserved parking space.</b>
<b>Executive Physical</b>	<b>Annually.</b> Comprehensive medical history and physical examination, \$1,500.00 cap.
<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>2 times annual salary.</b> Additional Voluntary Group Term Life and Voluntary AD&D Insurance available through The Standard Life Insurance Company.
<b>Short Term Disability/Optional Long 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) 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).
<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 District business.
<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>15% tuition reduction</b> on every course taken at National University and waiver of the application fee.
<b>Commuter Pass</b>	<b>100% Reimbursement.</b> Cost of monthly commuter pass for train, trolley or bus.
<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>Combined Defined Contribution/Defined Benefit plan</b> Tax-deferred program with employer match. (See Retirement System overview).
<b>401(a) Retirement Plan</b>	<b>Executive Defined Contribution Retirement Plan.</b> Employee after-tax contributions. District contributes \$1,000 annual lump sum.
<b>Social Security</b>	<b>District participates.</b>