



UNIFIED PORT OF SAN DIEGO BENEFITS OVERVIEW VICE 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 until you are no longer in an unclassified position. 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	\$600.00 monthly. Begins on the first of the month following your employment date.
Executive Physical	Annually. Comprehensive medical history and physical examination.
Health Benefits	UnitedHealthcare PPO or HMO (See enclosed medical benefits overview).
Dental Benefits	Delta Dental DPO or DeltaCare USA DMO (See enclosed dental benefits overview).
Life Insurance/Accidental Death & Dismemberment (AD&D)	2 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	50% weekly salary up to \$1,600 (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).
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 & Procurement).
Tuition Reimbursement	\$2,000 per fiscal year (Tuition and Books).
Commuter Pass Reimbursement	100% Reimbursement. Cost of monthly commuter pass for train, trolley or bus.
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).
401(a) Retirement Plan	Executive Defined Contribution Retirement Plan. Employee after-tax contributions. District contributes.
Social Security	District participates.