



UNIFIED PORT OF SAN DIEGO BENEFITS OVERVIEW HARBOR POLICE OFFICERS

Annual Leave	144 hours per year. Accrues per pay period and begins on start date.
Holidays	13 days per year
Salary Administration	Step increase at one year of employment. Steps start at A Step and go to E Step. There is a 5% increment between each Step. After your first year of employment, performance evaluations are performed annually on your anniversary date. If your annual performance evaluation is satisfactory you will advance to the next Step.
Health Benefits	Aetna Open Access Managed Choice or HMO (See enclosed medical benefits overview). Benefits are effective the first day of the month following your employment date.
Prescription Plan Benefit	Aetna (See enclosed medical benefits overview). Retail 30-day supply. Mail Order plan provides 90-day supply. Benefits are effective the first day of the month following your employment date.
Dental Benefits	Delta Dental DPO or DMO (See enclosed dental benefits overview). Benefits are effective the first day of the month following your employment date.
Flexible Spending Accounts	Pre-tax benefit for dependent care, medical and dental costs. Benefits are effective the first day of the month following 30 days of employment.
Vision Benefits	Voluntary program through VSP (Employee portion approximately \$4.40 bi-weekly; employee plus one dependent approximately \$6.84 bi-weekly; family coverage approximately \$10.85 bi-weekly).
Life Insurance/Accidental Death & Dismemberment	\$20,000. Additional Voluntary Group Life and Personal Accident Insurance available through AETNA.
Travel Insurance	\$300,000 policy. Coverage while traveling out of town on business for the District.
Tuition Reimbursement	\$2000 per year (Tuition and Books).
Deferred Compensation Plan	Tax-deferred supplemental retirement program. Employee contribution only. Eligible to participate in the plan from date of hire.
Industrial Injury Leave	100% pay less workers' compensation temporary disability. Waiting periods may apply.
Retirement (City Employees' Retirement System)	Mandatory plan (See enclosed City Employees' Retirement System overview).
Social Security	District participates