



**UNIFIED PORT OF SAN DIEGO
BENEFITS OVERVIEW
HARBOR POLICE OFFICERS (TRAINEE)**

Annual Leave	144 hours per year. Accrues per pay period and begins on start date.
Holidays	13 days per year
Salary Administration	Approximately a 10% increase after successfully completing the mandated training requirements
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